

EFEKTIFITAS KEPUASAN KERJA DAN MOTIVASI KERJA DALAM MENINGKATKAN KINERJA PEGAWAI MELALUI PENGEMBANGAN KARIR DAN KOMPETENSI DI SEKRETARIAT DAERAH KABUPATEN GROBOGAN

THE EFFECTIVENESS OF JOB SATISFACTION AND WORK MOTIVATION IN IMPROVING EMPLOYEE PERFORMANCE THROUGH CAREER AND COMPETENCY DEVELOPMENT IN THE REGIONAL SECRETARIAT GROBOGAN DISTRICT

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ABSTRAKSI

Penelitian ini bertujuan untuk menganalisis pengaruh pengembangan karir dan kompetensi terhadap kinerja pegawai di Sekretariat Daerah Kabupaten Grobogan melalui kepuasan kerja dan motivasi kerja. Data dikumpulkan dengan kuesioner dari 109 responden dan dianalisis menggunakan analisis jalur (path analysis). Hasil penelitian menunjukkan bahwa pengembangan karir dan kompetensi berpengaruh positif signifikan terhadap kepuasan kerja, motivasi kerja, dan kinerja pegawai. Uji F menunjukkan bahwa faktor-faktor ini bersama-sama mempengaruhi kinerja pegawai. Koefisien determinasi (R-Square) sebesar 46,1% menunjukkan bahwa kinerja dijelaskan oleh model ini, sementara sisanya dipengaruhi faktor lain. Analisis jalur juga mengungkapkan bahwa kepuasan kerja dan motivasi kerja tidak efektif sebagai variabel intervening, dan pengaruh langsung pengembangan karir terhadap kinerja pegawai paling dominan.

Keywords: Pengembangan Karir, Kompetensi, Kepuasan Kerja, Motivasi Kerja, Kinerja

ABSTRACT

This study aims to analyze the impact of career development and competencies on employee performance at the Regional Secretariat of Grobogan Regency through job satisfaction and work motivation. Data were collected using questionnaires from 109 respondents and analyzed using path analysis. The results show that career development and competencies have a significant positive effect on job satisfaction, work motivation, and employee performance. The F-test indicates that these factors collectively influence employee performance. The coefficient of determination (R-Square) of 46.1% shows that performance is explained by this model, while the remaining 53.9% is influenced by other factors. Path analysis also reveals that job satisfaction and work motivation are not effective as intervening variables, and the direct impact of career development on employee performance is the most dominant.

Keywords: Career Development, Competence, Job Satisfaction, Work Motivation, Performance