ABSTRACT

Analysis Influence of Work Motivation Toward Performance of Public Servant Civil In Badan Kepegawaian Daerah Tegal District

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The goal of this research is to find out the amount of work motivation influencing employee’s performance and to identify which motivation factors are the most dominant influencing employee’s performance at the Badan Kepegawaian Daerah (BKD) in Tegal District, and also to give recommendation about efforts that should be priority, to improve employee’s work motivation, as to improve the employee’s performance. The research was conducted using descriptive and case study methods, which involved all 51 employees at BKD Tegal District using census survey method. Data analysis was conducted using Structural Equation Model (SEM), and executed using Linear Structural Relationship (LISREL) version 8.51 Software. Analyzed attributes were ten indicator variables which grouped in to two exogenous latent variables, which are motivator and hygiene.

The result of this research showed that structural model which built was theoretically supported by empiric data on the field, which proved with Chi-square value was smaller than the Degree of Freedom (DF), Probability value (P-value) more than 0.05 and value of Root Mean Square Error of Approximation (RMSEA) less then 0.08, which solved using LISREL version 8.51. Moreover from the parameter estimation result, it showed that hygiene latent variable had a bigger contribution to employees compared to motivator latent variable. But both of them had positive and significant contribution to the employee’s motivation. Hence, work motivation influences to employee’s performance in BKD Tegal District were dominated by hygiene factors than motivational factors.