

## **ABSTRAK**

### **PENINGKATAN KINERJA PEGAWAI MELALUI KEMAMPUAN KERJA, MOTIVASI KERJA DAN FASILITAS KERJA DI KECAMATAN EROMOKO KABUPATEN WONOGIRI**

Tujuan penelitian ini adalah untuk menganalisis dan mengetahui signifikasinya pengaruh kemampuan kerja, motivasi kerja dan fasilitas kerja terhadap kinerja pegawai Kecamatan Eromoko Kabupaten Wonogiri. Populasi dalam penelitian ini adalah pegawai Kecamatan Eromoko Kabupaten Wonogiri yang berjumlah 39 pegawai. Sampel diambil pada pegawai Kecamatan Eromoko Kabupaten Wonogiri sebanyak 39 pegawai dengan metode sensus *sampling*. Analisis dalam penelitian ini terdiri dari, pengujian instrument : uji validitas dan uji reliabilitas, uji asumsi klasik, analisis regresi linear berganda, uji t, uji F dan uji  $R^2$ . Hasil penelitian menunjukkan bahwa : (1) kemampuan berpengaruh positif dan tidak signifikan terhadap kinerja pegawai; (2) motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai; (3) fasilitas berpengaruh positif dan signifikan terhadap kinerja pegawai; (4) kemampuan, motivasi dan fasilitas berpengaruh signifikan terhadap kinerja pegawai; (5) koefisien determinasi ( $R^2$ ) didapatkan hasil sebesar 0,756 yang berarti variabel kemampuan kerja, motivasi kerja dan fasilitas kerja dapat menjelaskan 75,6% variabel kinerja pegawai, sedangkan sisanya sebesar 24,4% dijelaskan oleh variabel lain yang tidak teliti seperti disiplin kerja, komitmen organisasi, kompensasi, budaya organisasi dan lingkungan kerja.

Kata kunci : kemampuan, motivasi, fasilitas dan kinerja

## **ABSTRACT**

### ***IMPROVING EMPLOYEE PERFORMANCE THROUGH WORK SKILLS, MOTIVATION AND WORK FACILITIES IN THE EROMOKO SUB- DISTRICT OF WONOGIRI***

*The purpose of this study was to analyze and determine the significance of the effect of work ability, work motivation and work facilities on the performance of Eromoko District Wonogiri District employees. The population in this study were 39 employees of Eromoko District Wonogiri District. Samples were taken from 39 employees of Eromoko District Wonogiri Regency with census sampling method. The analysis in this study consisted of testing instruments: validity and reliability tests, classic assumption tests, multiple linear regression analysis, t tests, F tests and R<sup>2</sup> tests. The results showed that: (1) ability had a positive and not significant effect on employee performance; (2) motivation has a positive and significant effect on employee performance; (3) facilities have a positive and significant effect on employee performance; (4) ability, motivation and facilities have a significant effect on employee performance; (5) the coefficient of determination (R<sup>2</sup>) obtained a result of 0,756 which means the variable work ability, work motivation and work facilities can explain 75,6% of employee performance variables, while the remaining 24,4% is explained by other variables not examined such as work discipline, organizational commitment, compensation, organizational culture and work environment.*

*Keywords: ability, motivation, facilities and performance.*