

ABSTRAK

SUPAR MUCHTAR, Pengaruh Motivasi Berprestasi dan Kesiapan Menerima Perubahan Terhadap Kinerja Pegawai (dibimbing oleh Musa Hubeis).

Pusat Pendidikan dan Pelatihan Pegawai Departemen Tenaga Kerja dan Transmigrasi, merupakan Lembaga Pendidikan dan Pelatihan yang memiliki peran dan fungsi strategis dalam melakukan perubahan dan pembahasan bagi sumber daya manusia aparatur yang melaksanakan tugas di bidang ketenagakerjaan dan ketransmigrasian, serta sikap perilakunya. Sebagai pusat keunggulan para pegawai di lingkungan Pusdiklat Pegawai dituntut memiliki kinerja tinggi, guna mewujudkan visi dan misi organisasi di era perubahan.

Para ahli berpendapat bahwa banyak faktor yang dapat mempengaruhi kinerja pegawai, tetapi pada penelitian ini diketengahkan dua faktor yang dapat mempengaruhi kinerja pegawai, yaitu faktor motivasi berprestasi dan kesiapan menerima perubahan.

Penelitian ini dilakukan dengan menyebarkan kuesioner kepada 91 responden dengan teknik penarikan contoh purposive yang memiliki tingkat pengambilan kuesioner dari 87 responden. Data yang terkumpul dianalisa dengan teknik regresi linear melalui software SPSS.

Hasil studi menunjukkan :

1. Terdapat hubungan positif antara motivasi berprestasi dengan kinerja pegawai dengan koefisien korelasi prestasi ($r=0,697$), yaitu 48,58% kinerja pegawai dipengaruhi oleh faktor motivasi berprestasi.
2. Terdapat hubungan positif antara kesiapan menerima perubahan dengan kinerja pegawai ($r=0,666$), yaitu 44,35% kinerja pegawai dipengaruhi oleh kesiapan menerima perubahan.
3. Terdapat hubungan positif antara motivasi berprestasi dan kesiapan menerima perubahan secara bersama-sama dengan kinerja pegawai ($r=0,758$), yaitu 57,46% kinerja, pegawai dipengaruhi oleh motivasi berprestasi dan kesiapan menerima perubahan secara bersama-sama.

Hasil tersebut akan dapat memberikan informasi awal untuk terbukanya peluang diadakannya penelitian yang sama di unit kerja dan juga dilakukan penelitian lanjutan untuk meneliti faktor lain yang mempengaruhi kinerja, misalnya tentang konsep diri, efektivitas kerja, koordinasi dan komunikasi. Disamping itu, hasil penelitian ini dapat digunakan oleh pimpinan untuk pengambilan langkah-langkah positif bagaimana memotivasi agar pegawai mempunyai motivasi berprestasi dan selalu siap menerima perubahan.

ABSTRACT

SUPAR MUCHTAR : The Affect Achievement Motivation, Readiness to change from Employee Performance (Under the Supervision of Musa Hubeis)

This study relies on the Human Resource Management with more concentration on the employee Performance Appraisal Discipline. It introduces the role and function of the education and Training Center for Man Power Development in the Ministry of Labor and Transmigration of the Republic of Indonesia. As a Center of Man Power Development, it strongly concerns with the development of employee's performance in order to realize the organization's vision and missions in this rapid change era.

Moreover, some well-know experts in this dicipline promote a number of variables affecting the employee performance development. In this study, however, the author intends to promote two independent variables predicted to influence significantly the employee performance as dependent variable. Those factors include the achievement motivation and readiness to change. Based on the above consideration, the author then puts attention to conduct the study about the effect of both independent variables, achievement motivation and readiness to change, on the employee performance of the Education & Training Center in the Labor and Transmigration Ministry. Thus, through motivation and readiness to change sustainable development, the employee performance is expected to improve over time.

This study has been undertaken by distributing directly the developed questionnaires to the selected respondents under the purposive sampling technique. From the 91 respondents filled out the questionnaires, about 87 respondents (95%) return the completed questionnaires. Moreover, the collected data have also been analyzed following the analysis steps in order to examine the normality of data and homogeneity of variances, and the strength of relationship between the independent variables and independent variable.

The study reveals that (1) the strength of relationship between achievement motivation (X1) and employee performance (Y) exists with a correlation coefficient of $r = 0.697$ (a strong correlation exists) and a coefficient of determination of $r^2 = 0.4858$ or 48.58 % (contribution of X1 to Y is 48.58 %); (2) the strength of relationship between Readiness to Change (X2) and employee performance (Y) exists with a correlation coefficient $r = 0.666$ (a strong correlation exists) and a coefficient of determination $r^2 = 0.4435$ or 44.35 % (meaning that 44.35% of employee performance is contributed by Readiness to Change); (3) the strength of relationship between achievement motivation and readiness to change, together, and employee performance exists with a correlation coefficient (r) = 0.758 (a strong correlation exists) and a coefficient of determination (r^2) = 0.5746 or 57.46 % (Indicating that 57.46% of employee performance is developed by both achievement motivation and readiness to change). This study is also aimed be beneficial for all relevant sides.