

ABSTRAK

Wan Febri Darningsih, 2024: Pengaruh Motivasi Ekstrinsik, Komitmen Organisasi dan Kompetensi SDM Terhadap Kinerja Karyawan PT PLN (Persero) Ranai Kabupaten Natuna
Dosen pembimbing: Hj. Iranita, SE., M.Si dan Kiki Wulandari, SE., MM

Penelitian ini bertujuan untuk menjelaskan pengaruh motivasi ekstrinsik, komitmen organisasi dan kompetensi SDM terhadap kinerja karyawan PT PLN (Persero) Ranai Kabupaten Natuna. Populasi dalam penelitian ini sebanyak 33 orang karyawan P PT PLN (Persero) Ranai Kabupaten Natuna. Pengambilan sampel dengan menggunakan teknik *non probability sampling* atau *sampling* jenuh. Dengan jumlah sampel sebanyak 33 orang karyawan. Jenis penelitian ini, penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan reliabilitas. Data dianalisis dengan regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi (R^2). Pengujian hipotesis penelitian dilakukan menggunakan *software* SPSS versi 26. Hasil penelitian menunjukkan bahwa secara parsial variabel motivasi ekstrinsik (X1), komitmen organisasi (X2) dan kompetensi SDM (X3) berpengaruh secara signifikan terhadap kinerja karyawan (Y). Hasil uji F didapat nilai F_{hitung} 11.630 dengan F_{tabel} 2,934. Mengidentifikasi bahwa variabel motivasi ekstrinsik, komitmen organisasi dan kompetensi SDM secara simultan berpengaruh signifikan terhadap variabel kinerja karyawan (Y). berdasarkan uji koefisien determinasi didapat sebesar 56,3% variabel kinerja karyawan (Y) dipengaruhi oleh motivasi ekstrinsik, komitmen organisasi dan kompetensi SDM. Sisanya 43,7% dipengaruhi oleh faktor lainnya yaitu disiplin kerja, budaya kerja, iklim organisasi, pelatihan kerja, lingkungan kerja, pengembangan karir, dan kepuasan kerja yang tidak dijelaskan dan di teliti dalam penelitian ini.

Kata Kunci : Motivasi Ekstrinsik, Komitmen Organisasi, Kompetensi SDM, Kinerja Karyawan

ABSTRACT

Wan Febri Darningsih, 2024: *The Effect of Extrinsic Motivation, Organizational Commitment and HR Competence on Employee Performance of PT PLN (Persero) Ranai, Natuna Regency*

Supervisors: Hj. Iranita, SE., M.Si and
Kiki Wulandari, SE., MM

This study aims to explain the effect of extrinsic motivation, organizational commitment and HR competence on the performance of employees of PT PLN (Persero) Ranai Natuna Regency. The population in this study were 33 employees of PT PLN (Persero) Ranai Natuna Regency. Sampling using non probability sampling technique or saturated sampling. With a sample size of 33 employees. This type of research, quantitative research. The questionnaire was tested for validity and reliability. Data were analyzed by multiple linear regression, including t test, F test and coefficient of determination (R²). The results showed that partially the extrinsic motivation variable (X1), organizational commitment (X2) and HR competence (X3) had a significant effect on employee performance (Y). The F test results obtained F_{count} value 11.630 with F_{table} 2.934. Identifying that extrinsic motivation variables, organizational commitment and HR competencies simultaneously have a significant effect on employee performance variables (Y). based on the coefficient of determination test, 56.3% of employee performance variables (Y) are influenced by extrinsic motivation, organizational commitment and HR competencies. The remaining 43.7% is influenced by other factors namely work discipline, work culture, organizational climate, job training, work environment, career development, and job satisfaction which were not explained and examined in this research.

Keywords: *Extrinsic Motivation, Organizational Commitment, HR Competencies, Employee Performance*