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PENGARUH MOTIVASI, KEMAMPUAN DAN KOMITEMEN TERHADAP KINERJA PEGAWAI PADA BADAN KETAHANAN PROVINSI JAWA TIMUR

Abstrak :

ABSTRACT

THE INFLUENCE OF MOTIVATION, ABILITY AND COMMITMENT TOWARD EMPLOYEE PERFORMANCE IN FOOD RESISTANCE INSTITUTION OF EAST JAVA PROVINCE

RATIH WIDJAJANTI

The improvement of public service apparatus performance is one of important issue in the public administration reformation in some countries included in Indonesia. Performance is very important to the employee and to the organization. Because with knowing the performance, an employee can know how far his/her motivation can give influence and commitment to that employee. Related with the explanation above, Food Resistance Institution of East Java Province as government institution must analyze their employee's performance.



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The purpose of this research is to analyze the direct and indirect influence of motivation through the ability and commitment toward employee performance in Food Resistance Institution of East Java Province. There were 3 lines of model that were tested.

All item number was 41, and the answer alternative was weighted in the ratio scale 0-4. Sample was collected with probability sampling method from the 101 employee of Food Resistance Institution of East Java Province. In order to strengthened the hypothesis testing used statistic test (quantitative) namely line analysis by using structural equation model analysis or SEM (Structural Equation Modeling).

According to the data analysis can be concluded that employee performance has indirect influence through the ability toward employee performance in Food Resistance Institution of East Java Province. Employee motivation has indirect influence through commitment toward employee performance in Food Resistance Institution of East Java Province. Otherwise the direct influence of motivation toward employee performance is not proven. Finally, according to that finding can be obtained the whole understanding that to support the employee performance, employee performance must be increased through the increasing of ability and commitment.