

**PENGARUH KOMPETENSI DAN DISIPLIN KERJA TERHADAP KINERJA
PEGAWAI DENGAN MOTIVASI INTRINSIK SEBAGAI VARIABEL
MEDIASI PADA RSUD KABUPATEN KARO**

ERNAWATI BR GINTING

253304811054

**Program Studi Magister Manajemen
Fakultas Ekonomi Universitas Prima Indonesia**

**THE INFLUENCE OF COMPETENCE AND WORK DISCIPLINE ON EMPLOYEE
PERFORMANCE WITH INTRINSIC MOTIVATION AS A MEDIATING
VARIABLE AT KARO DISTRICT GENERAL HOSPITAL**

ERNAWATI BR GINTING

253304811054

**Master of Management Study Program
Faculty of Economics
Prima Indonesia University**

ABSTRAK

Kinerja pegawai merupakan faktor penting dalam menentukan kualitas pelayanan kesehatan di rumah sakit daerah. Kinerja ini dipengaruhi oleh kompetensi, disiplin kerja, dan motivasi intrinsik, namun peran motivasi intrinsik sebagai variabel mediasi masih belum banyak dikaji. Penelitian ini bertujuan menganalisis pengaruh kompetensi dan disiplin kerja terhadap kinerja pegawai RSUD Kabupaten Karo melalui motivasi intrinsik. Penelitian menggunakan pendekatan kuantitatif dengan desain eksplanatori. Data dikumpulkan melalui kuesioner kepada 133 pegawai dengan teknik proportional random sampling dan dianalisis menggunakan Partial Least Square (PLS). Hasil penelitian menunjukkan bahwa kompetensi dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, baik secara langsung maupun melalui motivasi intrinsik sebagai variabel mediasi. Temuan ini memperkuat integrasi teori kompetensi, perilaku organisasi, dan Self Determination Theory. Secara praktis, hasil penelitian menegaskan pentingnya peningkatan kompetensi, disiplin, dan motivasi intrinsik untuk meningkatkan kinerja pegawai. Penelitian selanjutnya disarankan memperluas objek dan variabel penelitian.

Kata Kunci: Kompetensi, Disiplin Kerja, Motivasi Intrinsik, Kinerja Pegawai, PLS

ABSTRACT

Employee performance is a key factor in determining the quality of healthcare services in regional hospitals. Performance is influenced by competence, work discipline, and intrinsic motivation, yet the mediating role of intrinsic motivation remains underexplored. This study aims to analyze the effect of competence and work discipline on employee performance at RSUD Kabupaten Karo through intrinsic motivation. The study employs a quantitative approach with an explanatory research design. Data were collected through questionnaires distributed to 133 employees using proportional random sampling and analyzed using Partial Least Square (PLS). The results indicate that competence and work discipline have a positive and significant effect on employee performance, both directly and indirectly through intrinsic motivation as a mediating variable. These findings strengthen the integration of competency theory, organizational behavior theory, and Self-Determination Theory. Practically, the results emphasize the importance of improving competence, discipline, and intrinsic motivation to enhance employee performance. Future research is recommended to expand the research scope and include additional variables.

Keywords: Competence, Work Discipline, Intrinsic Motivation, Employee Performance, PLS