

ABSTRAK

PENGARUH MOTIVASI KERJA DAN KERJA TIM TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING PADA DINAS PUTR (PEKERJAAN UMUM & TATA RUANG) KABUPATEN ASAHAN

HARIS WINANDA SEBAYANG
223311012012

Kinerja karyawan merupakan faktor penting dalam mendukung pencapaian tujuan organisasi, khususnya pada instansi pemerintah yang bergerak di bidang pelayanan publik dan pembangunan infrastruktur. Dinas Pekerjaan Umum dan Tata Ruang (PUTR) Kabupaten Asahan masih menghadapi permasalahan terkait motivasi kerja, kerja tim, dan kepuasan kerja karyawan yang diduga berdampak pada kinerja. Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja dan kerja tim terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening pada Dinas PUTR Kabupaten Asahan.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui kuesioner kepada karyawan Dinas PUTR Kabupaten Asahan dan dianalisis menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis jalur (path analysis), serta uji Sobel dengan bantuan perangkat lunak SPSS versi 27.

Hasil penelitian menunjukkan bahwa motivasi kerja dan kerja tim berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan. Selain itu, motivasi kerja, kerja tim, dan kepuasan kerja juga berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil uji Sobel membuktikan bahwa kepuasan kerja memediasi secara signifikan pengaruh motivasi kerja dan kerja tim terhadap kinerja karyawan dengan sifat mediasi parsial. Penelitian ini diharapkan dapat menjadi dasar pertimbangan bagi pimpinan instansi dalam meningkatkan kinerja karyawan melalui penguatan motivasi, kerja tim, dan kepuasan kerja.

Kata Kunci : Motivasi Kerja, Kerja Tim, Kepuasan kerja, Kinerja Karyawan.

ABSTRACT

Examining the Effect of Work Motivation and Teamwork on Employee Performance: The Mediating Role of Job Satisfaction in the Department of Public Works and Spatial Planning of Asahan Regency

Haris Winanda Sebayang
223311012012

Employee performance constitutes a critical determinant of organizational effectiveness, particularly within public sector institutions responsible for infrastructure development and public service delivery. The Department of Public Works and Spatial Planning (PUTR) of Asahan Regency continues to encounter challenges related to suboptimal work motivation, ineffective teamwork, and varying levels of job satisfaction, which may undermine employee performance. This study aims to empirically examine the direct and indirect effects of work motivation and teamwork on employee performance, with job satisfaction serving as an intervening variable.

A quantitative research design was employed using a survey-based approach. Data were collected through structured questionnaires administered to employees of the PUTR Department of Asahan Regency. The collected data were subjected to validity and reliability testing, classical assumption tests, path analysis, and Sobel mediation analysis using SPSS version 27.

The empirical findings reveal that work motivation and teamwork exert a positive and statistically significant influence on job satisfaction. Moreover, work motivation, teamwork, and job satisfaction demonstrate significant positive effects on employee performance. Mediation analysis confirms that job satisfaction significantly mediates the relationship between work motivation and employee performance as well as between teamwork and employee performance, indicating partial mediation. These findings contribute to the human resource management literature by elucidating the mediating role of job satisfaction in public sector organizations and provide practical implications for managerial strategies aimed at enhancing employee performance through strengthened motivation and collaborative work practices.

Keywords : Work Motivation, Teamwork, Job Satisfaction, Employee Performance