

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh motivasi, disiplin dan kompetensi kerja terhadap kinerja pegawai pada Sekretariat BAWASLU Provinsi Sumatera Utara. Jenis penelitian ini menggunakan penelitian kuantitatif. Sampel penelitian sebanyak 85 responden. Metode analisis data menggunakan analisis regresi linier berganda. Berdasarkan hasil uji hipotesis t dapat disimpulkan motivasi berpengaruh signifikan terhadap kinerja pegawai dengan nilai  $t_{hitung}$  sebesar  $3,313 > t_{tabel}$  1,990 dan nilai signifikansi  $0,001 < 0,05$ , disiplin berpengaruh signifikan terhadap kinerja pegawai dengan nilai  $t_{hitung}$  sebesar  $3,835 > t_{tabel}$  1,990 dan nilai signifikansi  $0,000 < 0,05$  dan kompetensi berpengaruh signifikan terhadap kinerja pegawai dengan nilai  $t_{hitung}$  sebesar  $3,011 > t_{tabel}$  1,990 dan nilai signifikansi  $0,003 < 0,05$ . Berdasarkan hasil uji hipotesis F dapat disimpulkan bahwa secara simultan/bersama-sama motivasi, disiplin dan kompetensi terhadap kinerja pegawai dengan nilai  $F_{hitung}$  sebesar  $38,098 > t_{tabel}$  2,720 dan nilai signifikansi  $0,000 < 0,05$ . Berdasarkan analisis koefisien determinasi diperoleh nilai koefisien determinasi atau *Adjusted R-Square* sebesar 0,570 atau 57% motivasi, disiplin dan kompetensi terhadap kinerja pegawai, sedangkan 43% adalah pengaruh dari variabel lain yang tidak ikut serta dalam penelitian ini.

**Kata Kunci:** Motivasi, Disiplin, Kompetensi, Kinerja Pegawai

## **ABSTRACT**

*This study aims to determine and analyze the influence of motivation, discipline and work competence on employee performance at the Secretariat of BAWASLU of North Sumatra Province. This type of research uses quantitative research. The research sample was 85 respondents. The data analysis method used multiple linear regression analysis. Based on the results of the t hypothesis test, it can be concluded that motivation has a significant effect on employee performance with a calculated t value of  $3.313 > t \text{ table } 1.990$  and a significance value of  $0.001 < 0.05$ , discipline has a significant effect on employee performance with a calculated t value of  $3.835 > t \text{ table } 1.990$  and a significance value of  $0.000 < 0.05$  and competence has a significant effect on employee performance with a calculated t value of  $3.011 > t \text{ table } 1.990$  and a significance value of  $0.003 < 0.05$ . Based on the results of the F hypothesis test, it can be concluded that motivation, discipline, and competence simultaneously influence employee performance, with an F-value of  $38.098 > t \text{ table } 2.720$  and a significance value of  $0.000 < 0.05$ . Based on the coefficient of determination analysis, the coefficient of determination or Adjusted R-Square was obtained at 0.570, or 57% of motivation, discipline, and competence influence employee performance, while 43% is the influence of other variables not included in this study.*

**Keywords:** *Motivation, Discipline, Competence, Employee Performa*

