

# Faktor-faktor yang mempengaruhi motivasi kerja pegawai dalam pelaksanaan reformasi birokrasi = Factors that affect employees working motivation in the implementation of bureaucratic reforms / Ersytra Tiara

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## Abstrak

### **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh tingkat pendidikan, masa kerja, persepsi, harapan, kepuasan komunikasi, gaya kepemimpinan atasan terhadap motivasi kerja pegawai dalam pelaksanaan reformasi birokrasi.

Penelitian ini dilakukan di Direktorat Jenderal Sumber Daya Air

Kementerian Pekerjaan Umum dan Perumahan Rakyat, dengan menggunakan metode penelitian kuantitatif eksplanatif. Melibatkan 177 responden dari staf pegawai di Direktorat Jenderal Sumber Daya Air pusat yang dipilih secara acak, dengan menggunakan kuesioner tertutup yang telah diuji validitas dan reliabilitasnya dengan teknik Cronbach's Alpha. Melalui analisis koefisien kontingensi, diketahui bahwa seluruh variabel memberikan kontribusi pengaruh terhadap motivasi kerja pegawai dalam pelaksanaan reformasi birokrasi. Melalui analisis regresi linier berganda, diketahui harapan, kepuasan komunikasi dan gaya kepemimpinan memiliki pengaruh yang signifikan terhadap motivasi kerja pegawai dalam pelaksanaan reformasi birokrasi. Sedangkan tingkat pendidikan, masa kerja, persepsi dan tunjangan kinerja diketahui tidak memiliki pengaruh signifikan terhadap motivasi kerja pegawai dalam pelaksanaan reformasi birokrasi. Oleh karena itu, penelitian ini memberikan rekomendasi agar dilakukan kajian lanjutan mengenai faktor-faktor lain yang diduga turut mempengaruhi motivasi kerja pegawai sehingga dapat diketahui cara yang efektif untuk dapat meningkatkan motivasi kerja pegawai dalam pelaksanaan reformasi birokrasi.

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### **ABSTRACT**

This research was conducted to acknowledge the influence of level of education, employment, perception, expectations, communication satisfaction, style of leadership and performance benefit towards the work motivation of employee in the implementation of Bureaucratic Reforms. This research was held in the Ministry of Public Works and Public Housing, using the method of explanative quantitative research. It involved 177 respondents from the central of Directorate General of Water Resources which were chosen randomly and used closed questionnaire which validity and reliability had been tested with the technique of Cronbach's alpha. Through the analysis of the coefficient of

contingency, it is known that all the variables contributing influence on employee motivation in the implementation of bureaucratic reform. Through multiple linear regression analysis, known to expectations, satisfaction communication and leadership styles have a significant influence on employee motivation in the implementation of bureaucratic reform. While the level of education, employment, perception and performance benefits are known to have a significant influence on employee motivation in the implementation of bureaucratic reform. Therefore, this study recommended that the study further regarding other factors that allegedly also affect employee motivation to work so it can be an effective way to improve employee motivation in the implementation of bureaucratic reforms.