EFISIENSI ANGGARAN DAN KOMPETENSI PEGAWAI TERHADAP KINERJA DIMEDIASI PERILAKU KERJA INOVATIF PEGAWAI SEKRETARIAT DPRD SUMATERA BARAT

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ABSTRAK

Penelitian ini bertujuan menganalisis pengaruh efisiensi anggaran dan kompetensi pegawai terhadap kinerja Sekretariat DPRD Provinsi Sumatera Barat dengan perilaku kerja inovatif sebagai variabel mediasi. Penelitian menggunakan pendekatan kuantitatif dengan teknik *sampling* jenuh terhadap 99 pegawai Sekretariat DPRD Provinsi Sumatera Barat. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan *Partial Least Squares Structural Equation Modeling* (PLS-SEM) dengan bantuan SmartPLS 4.

Hasil penelitian menunjukkan bahwa efisiensi anggaran tidak berpengaruh signifikan terhadap kinerja sekretariat, tetapi berpengaruh positif dan signifikan terhadap perilaku kerja inovatif. Kompetensi pegawai berpengaruh positif dan signifikan terhadap kinerja sekretariat serta perilaku kerja inovatif. Selain itu, perilaku kerja inovatif berpengaruh positif dan signifikan terhadap kinerja sekretariat. Perilaku kerja inovatif mampu memediasi pengaruh efisiensi anggaran terhadap kinerja sekretariat, tetapi tidak mampu memediasi pengaruh kompetensi pegawai terhadap kinerja sekretariat. Temuan ini menunjukkan bahwa peningkatan kompetensi pegawai dan penguatan perilaku kerja inovatif menjadi faktor penting dalam menjaga kinerja sekretariat di tengah penerapan kebijakan efisiensi anggaran.

Kata Kunci: efisiensi anggaran, kompetensi pegawai, perilaku kerja inovatif, kinerja sekretariat, sekretariat DPRD.

BUDGET EFFICIENCY AND EMPLOYEE COMPETENCE ON PERFORMANCE MEDIATED BY EMPLOYEES' INNOVATIVE WORK BEHAVIOR AT THE SECRETARIAT OF THE WEST SUMATRA PROVINCIAL REGIONAL HOUSE OF REPRESENTATIVES (DPRD)

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ABSTRAK

This study aims to examine the effect of budget efficiency and employee competence on the performance of the Secretariat of the Regional House of Representatives (DPRD) of West Sumatra Province, with innovative work behavior as a mediating variable. A quantitative approach was employed using a saturated sampling technique involving 99 employees of the Secretariat. Primary data were collected through questionnaires and analyzed using Partial Least Squares Structural Equation Modeling (PLS-SEM) with SmartPLS 4.

The findings reveal that budget efficiency has no significant effect on secretariat performance but has a positive and significant effect on innovative work behavior. Employee competence has a positive and significant effect on both secretariat performance and innovative work behavior. Innovative work behavior also positively and significantly affects secretariat performance. Furthermore, innovative work behavior mediates the relationship between budget efficiency and secretariat performance but does not mediate the relationship between employee competence and secretariat performance. These findings indicate that strengthening employee competence and

Kata Kunci: b*udget efficiency, employee competence, innovative work behavior, secretariat performance, DPRD Secretariat.*