

ABSTRAK

Penelitian ini menginvestigasi secara mendalam pengaruh kompetensi sumber daya manusia (SDM), disiplin kerja, dan motivasi kerja terhadap kinerja karyawan di Kantor Nagari se-Kecamatan 2X11 Enam Lingkung. Dalam konteks era globalisasi, kemampuan suatu instansi untuk bertahan dan berkembang sangat bergantung pada kualitas SDM-nya. Kinerja yang optimal menjadi kunci keberhasilan, dan faktor-faktor internal seperti kompetensi, disiplin, dan motivasi kerja sering kali menjadi penentu utama. Penelitian ini dilatarbelakangi oleh beberapa isu kinerja yang teridentifikasi di lapangan, seperti kurangnya pemahaman karyawan terhadap tugas pokok dan fungsi (tupoksi), kesulitan dalam mengukur Sasaran Kerja Pegawai (SKP), serta adanya penurunan tingkat kehadiran dan kedisiplinan. Menggunakan pendekatan kuantitatif, penelitian ini mengumpulkan data primer melalui kuesioner yang disebarakan kepada seluruh populasi karyawan, yaitu 25 orang, dengan metode sampling jenuh. Data dianalisis menggunakan analisis regresi linier berganda dan diolah melalui aplikasi SPSS versi 26. Hasil analisis menunjukkan bahwa ketiga variabel independen—kompetensi, disiplin kerja, dan motivasi kerja—secara parsial maupun simultan memiliki pengaruh yang positif dan signifikan terhadap kinerja karyawan. Nilai Adjusted R Square sebesar 83,1% mengindikasikan bahwa model penelitian ini sangat kuat dalam menjelaskan variasi kinerja karyawan, di mana 16,9% sisanya dipengaruhi oleh faktor-faktor lain di luar lingkup penelitian. Temuan ini menegaskan pentingnya pengelolaan SDM yang komprehensif, mencakup pengembangan kompetensi, penegakan disiplin, dan peningkatan motivasi, untuk mencapai kinerja organisasi yang optimal.

Kata kunci: *Kinerja Karyawan, Kompetensi SDM, Disiplin Kerja, Motivasi Kerja, kantor Nagari se kecamatan 2x11 Enam Lingkung*

ABSTRACT

This study investigates in depth the influence of human resource (HR) competency, work discipline, and work motivation on employee performance in Nagari Offices throughout the 2X11 Enam Lingkung District. In the context of the globalization era, an agency's ability to survive and thrive depends heavily on the quality of its human resources. Optimal performance is key to success, and internal factors such as competency, discipline, and work motivation are often the primary determinants. This research was motivated by several performance issues identified in the field, such as employees' lack of understanding of their main tasks and functions (tupoksi), difficulties in measuring Employee Work Targets (SKP), and a decline in attendance and discipline levels. Using a quantitative approach, this study collected primary data through questionnaires distributed to the entire employee population, namely 25 people, using a saturated sampling method. The data were analyzed using multiple linear regression analysis and processed using SPSS version 26. The analysis results show that the three independent variables—competence, work discipline, and work motivation—partially and simultaneously have a positive and significant influence on employee performance. The Adjusted R Square value of 83.1% indicates that this research model is very strong in explaining variations in employee performance, where the remaining 16.9% is influenced by other factors outside the scope of the study. This finding emphasizes the importance of comprehensive HR management, including competency development, discipline enforcement, and motivation enhancement, to achieve optimal organizational performance.

Keywords: *Employee Performance, HR Competence, Work Discipline, Work Motivation, Nagari offices in 2x11 Enam Lingkung sub-districts*