

ABSTRAK

Nama : DEFRIZAL SETIAWAN MANIK
Program Studi : Program Magister Ilmu Manajemen
Judul : PENGARUH SISTEM MERIT TERHADAP KINERJA APARATUR SIPIL NEGARA (ASN) MELALUI MOTIVASI KERJA DAN PENGEMBANGAN KOMPETENSI PADA SEKRETARIAT DAERAH KABUPATEN BENER MERIAH

Penelitian ini bertujuan untuk menguji pengaruh sistem merit terhadap kinerja pegawai dengan motivasi kerja dan pengembangan kompetensi sebagai variabel mediasi pada ASN di Sekretariat Daerah Kabupaten Bener Meriah. Teknik *sampling* yang digunakan ialah Sampel Jenuh sebanyak 63 orang responden. Metode analisis data yang digunakan yaitu *Partial Least* (SEM-PLS). Hasil penelitian ini menemukan bahwa secara langsung sistem merit berpengaruh positif dan signifikan terhadap motivasi kerja, pengembangan kompetensi dan kinerja pegawai. Selain itu, motivasi kerja dan pengembangan kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai. Hasil pengujian efek mediasi membuktikan bahwa motivasi kerja mampu memediasi secara parsial pengaruh sistem merit terhadap kinerja pegawai, sedangkan pengembangan kompetensi mampu memediasi secara penuh pengaruh sistem merit terhadap kinerja pegawai.

Kata Kunci : Sistem Merit, Motivasi Kerja, Pengembangan Kompetensi dan Kinerja Pegawai

ABSTRACT

Name : DEFRIZAL SETIAWAN MANIK
Study Program : Graduate Program in Management Science
Title : THE INFLUENCE OF MERIT SYSTEM ON CIVIL
SERVANTS PERFORMANCE THROUGH WORK
MOTIVATION AND COMPETENCY DEVELOPMENT IN
THE REGIONAL SECRETARIAT OF BENER MERIAH
REGENCY

This study aims to analyze the effect of the merit system on employee performance with work motivation and competency development as mediating variables in civil servants in the Regional Secretariat of Bener Meriah Regency. The sampling technique used was a Saturated Sample (Sensus) with 63 respondents. The data analysis method used was Partial Least Squares (PLS). The results of this study found that the merit system directly has a positive and significant effect on work motivation, competency development, and employee performance. In addition, work motivation and competency development have a positive and significant effect on employee performance. The results of the mediation effect test proved that work motivation can partially mediate the effect of the merit system on employee performance, while competency development can fully mediate the effect of the merit system on employee performance.

***Keywords* : Merit System, Work Motivation, Competency Development, and Employee Performance**