

ABSTRAK

Nama : Muhibuddin
Program Studi : Manajemen
Judul : Pengaruh Kompetensi, Kepuasan Kerja Dan Budaya Organisasi Terhadap Kinerja Aparatur Desa Di Kecamatan Peusangan Selatan Kabupaten Bireuen Dengan Pengalaman Kerja Sebagai Variabel Moderasi

Penelitian ini bertujuan menganalisis pengaruh kompetensi, kepuasan kerja, dan budaya organisasi terhadap kinerja aparatur desa, serta peran pengalaman kerja sebagai variabel moderasi, pada aparatur desa di Kecamatan Peusangan Selatan, Kabupaten Bireuen. Penelitian menggunakan pendekatan kuantitatif dengan populasi seluruh aparatur desa (Keuchik, Sekretaris Desa, Kaur Keuangan, Kaur Umum, Kasi Pemerintahan, dan Kasi Pembangunan) di 21 desa. Sampel diambil dengan metode sensus (sampling jenuh) sebanyak 126 responden. Data dikumpulkan melalui kuesioner Likert dan dianalisis menggunakan *Structural Equation Modeling* berbasis *Partial Least Square* (SEM-PLS) dengan *SmartPLS*. Hasil menunjukkan kompetensi ($\beta = 0,246$; $p = 0,003$), kepuasan kerja ($\beta = 0,219$; $p = 0,003$), budaya organisasi ($\beta = 0,409$; $p = 0,000$), dan pengalaman kerja ($\beta = 0,234$; $p = 0,001$) berpengaruh positif dan signifikan terhadap kinerja aparatur desa, dengan budaya organisasi sebagai variabel paling dominan. Pengalaman kerja terbukti memoderasi secara signifikan pengaruh kompetensi terhadap kinerja ($\beta = 0,203$; $p = 0,021$), namun tidak memoderasi pengaruh kepuasan kerja ($p = 0,211$) maupun budaya organisasi ($p = 0,874$). Penelitian ini mengimplikasikan bahwa peningkatan kinerja aparatur desa perlu didukung melalui penguatan budaya organisasi, peningkatan kompetensi disertai pengalaman kerja yang memadai, serta perhatian terhadap kepuasan kerja.

Kata Kunci: Kompetensi, Kepuasan Kerja, Budaya Organisasi, Pengalaman Kerja, Kinerja Aparatur Desa

ABSTRACT

Name : Muhibuddin
Study Program : Management
Title : *The Influence of Competence, Job Satisfaction, and Organizational Culture on the Performance of Village Officials in South Peusangan District, Bireuen Regency, with Work Experience as a Moderating Variable*

This study aims to analyze the effect of competence, job satisfaction, and organizational culture on village apparatus performance, and the moderating role of work experience, among village apparatus in South Peusangan Subdistrict, Bireuen District. Using a quantitative approach, the population comprised all village apparatus (Village Head, Village Secretary, Head of Finance, Head of General Affairs, Head of Governance, and Head of Development) across 21 villages. A census (saturated sampling) technique was applied, yielding 126 respondents. Data were collected via a Likert-scale questionnaire and analyzed using Structural Equation Modeling based on Partial Least Squares (SEM-PLS) with SmartPLS. Results show that competence ($\beta = 0.246$; $p = 0.003$), job satisfaction ($\beta = 0.219$; $p = 0.003$), organizational culture ($\beta = 0.409$; $p = 0.000$), and work experience ($\beta = 0.234$; $p = 0.001$) each have a positive and significant effect on village apparatus performance, with organizational culture as the most dominant variable. Work experience significantly moderates the effect of competence on performance ($\beta = 0.203$; $p = 0.021$), but does not significantly moderate the effect of job satisfaction ($p = 0.211$) or organizational culture ($p = 0.874$). These findings suggest that improving village apparatus performance requires strengthening organizational culture, enhancing competence supported by adequate work experience, and attending to employee job satisfaction.

Keywords: Competence, Job Satisfaction, Organizational Culture, Work Experience, Village Apparatus Performance