

# **COMPETENCE ANALYSIS, MOTIVATION AND PERFORMANCE**

## **Case Study on Employees of Regional Office of The Ministry of Religious Affairs Special Region of Yogyakarta**

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### **ABSTRACT**

This internship research is a type of research that using quantitative descriptive method. This research has been conducted at the Regional Office of the Ministry of Religious Affairs of Yogyakarta with a population of 165 employees. Sampling method is using the slovin formula. The number of samples is 118 people. Data collection techniques used are observations and questionnaires while data analysis methods is using Likert Scale with mean calculating model.

The result of data analysis shows that (1) the competence of the employees of the Regional Office of the Ministry of Religious Affairs of Yogyakarta has a very good category, (2) The motivation of the employees of the Regional Office of the Ministry of Religious Affairs of Yogyakarta has a very good category, (3) The performance of the employees of the Regional Office of the Ministry of Religious Affairs of Yogyakarta has a very good category.

Keywords: Competence, Motivation, Performance and Regional Office of the Ministry of Religious Affairs of Yogyakarta

# **ANALISIS KOMPETENSI, MOTIVASI DAN KINERJA**

## **Study Kasus pada Pegawai Kantor Wilayah Kementerian Agama Daerah Istimewa Yogyakarta**

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### **ABSTRAK**

Penelitian internship ini merupakan jenis penelitian dengan menggunakan metode deskriptif kuantitatif. Penelitian ini telah dilakukan di Kanwil Kementerian Agama Daerah Istimewa Yogyakarta dengan jumlah populasi sebanyak 165 pegawai. Adapun pengambilan sampel menggunakan rumus *slovin*. Jumlah sampel penelitian sebanyak 118 orang. Teknik pengumpulan data yang digunakan adalah observasi dan kuesioner sedangkan metode analisis data menggunakan Skala Likert dengan model penghitungan *mean*.

Hasil dari analisis data menunjukkan bahwa (1) Kompetensi pegawai Kanwil Kementerian Agama Daerah Istimewa Yogyakarta mempunyai rata-rata dengan kategori sangat baik, (2) Motivasi pegawai Kanwil Kementerian Agama Daerah Istimewa Yogyakarta mempunyai rata-rata dengan kategori sangat baik, (3) Kinerja pegawai Kanwil Kementerian Agama Daerah Istimewa Yogyakarta mempunyai rata-rata dengan kategori sangat baik.

Kata kunci: Kompetensi, Motivasi, Kinerja dan Kanwil Kemenag DIY