

ABSTRACTION

This research was motivated by the launch of a new innovation from the state civil service agency, namely e-kinerja which is used as a monitoring of the performance of ASN employees which can be monitored anywhere and can be done anywhere and anytime. With this innovation, it is hoped that employees can improve their performance, but the fact is that many ASNs complain about the complicated e-performance work and lack of understanding of the workflow and the preparation of performance targets in the e-performance system. Improving the performance of ASN employees is not only seen from the e-performance system, but another thing that can affect the improvement of employee performance is competence. These two things become important variables and with the addition of the intervening variable, namely motivation which is still interesting to study.

The objectives of this study are (1) to analyze the effect of implementing the E-Kinerja assessment system and competence on employee motivation in the Regional Coordinator of the Sukomoro District Education Office (2) to analyze the effect of employee competence on employee motivation at the Sukomoro District Education Office Korwil. (3) To analyze the effect of the application of e-performance on the performance of employees in the Regional Coordinator of the Sukomoro District Education Office. (4) To analyze the effect of employee competence on employee performance in the Regional Coordinator of the Sukomoro District Education Office. (5) To analyze employee motivation on employee performance in the Regional Coordinator of the Sukomoro District

Education Office. (6) To analyze the effect of implementing e-performance on performance through motivation as an intervening variable. (7) To analyze the effect of employee competence on employee performance through motivation as an intervening variable.

This study uses quantitative research methods using questionnaires distributed to 31 ASN respondents in the Education Coordinator of Sukomoro District, Nganjuk Regency, East Java. The data analysis method uses path analysis, validity test, and reliability test, while the classical assumption test uses heteroscedasticity test, multicollinearity test and normality test and is equipped with path analysis using theory trimming and Sobel test.

The results of this study are that e-performance does not directly affect employee motivation, competence has a direct effect on motivation, e-performance does not directly affect employee performance, competence does not directly affect employee performance, motivation has a positive effect on performance, e-performance through motivation has an effect on performance, competence through motivation has an effect on employee performance.

Keywords: E-Kinerja, Competence, Motivation, Employee Performance

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