

## INTISARI

Setiap organisasi dituntut memiliki daya saing agar dapat bertahan dari kompetisi yang semakin keras. Sebagai salah satu program pemerintah, Badan Usaha Milik Desa (BUMDes) juga dituntut untuk memiliki daya saing yang tinggi. BUMDES CAMAR Desa Parsanga termasuk dalam kategori BUMDES berkembang. Hal tersebut tentunya tidak terlepas dari kinerja pengurus BUMDES, karena untuk mengelola BUMDES dengan maksimal dan tepat sasaran diperlukan kinerja yang baik dari para pengurusnya. Kinerja erat kaitannya dengan kompetensi dan motivasi kerja. Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi dan motivasi kerja terhadap kinerja pengurus BUMDES CAMAR Desa Parsanga Kecamatan Kota Sumenep baik secara parsial maupun simultan. Pengumpulan data dilakukan dengan menyebarkan kuesioner pada responden, responden dalam penelitian ini sebanyak 24 orang. Teknik analisis data menggunakan analisis regresi linear berganda, uji asumsi klasik, uji t dan uji F. Hasil uji t variabel kompetensi ( $X_1$ ) tingkat signifikansi sebesar 0,011 yang artinya signifikan. Sedangkan nilai  $t_{hitung}$  sebesar 2,809 dan  $t_{tabel}$  sebesar 2,080 ( $2,809 > 2,080$ ), artinya kompetensi berpengaruh signifikan terhadap kinerja. Hasil uji t variabel motivasi kerja ( $X_2$ ) menunjukkan tingkat signifikansi sebesar 0,001 yang artinya signifikan. Sedangkan nilai  $t_{hitung}$  sebesar 4,063 dan  $t_{tabel}$  sebesar 2,080 ( $4,063 > 2,080$ ), artinya motivasi kerja berpengaruh signifikan terhadap kinerja. Hasil uji F menunjukkan tingkat signifikansi sebesar 0,000 yang artinya signifikan. Sedangkan nilai  $F_{hitung}$  sebesar 18,175 dan  $F_{tabel}$  sebesar 3,44 ( $18,175 > 3,44$ ) artinya kompetensi dan motivasi kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja. Nilai koefisien determinasi ( $R^2$ ) sebesar 0,634 diartikan bahwa kinerja dipengaruhi oleh kompetensi dan motivasi kerja sebesar 63,4% sedangkan sisanya 36,6% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

**Kata Kunci:** Kompetensi, Motivasi Kerja, dan Kinerja

## **ABSTRACT**

*Every organization is required to have competitiveness in order to survive the increasingly tough competition. As one of the government programs, Village-Owned Enterprises (BUMDes) are also required to have high competitiveness. BUMDES CAMAR Parsanga Village is included in the category of developing BUMDES. This is certainly inseparable from the performance of the BUMDES management, because to manage BUMDES optimally and on target, good performance is needed from the management. Performance is closely related to competence and work motivation. This study aims to determine the influence of competence and work motivation on the performance of bumdes camar management in Parsanga Village, Sumenep City District, both partially and simultaneously. Data collection was carried out by distributing questionnaires to respondents, respondents in this study as many as 24 people. Data analysis techniques use multiple linear regression analysis, classic assumption test, t-test and F-test. The result of the competency variable t test ( $X_1$ ) significance level is 0.011 which means it is significant. While the calculated t value is 2,809 and the table t is 2,080 ( $2,809 > 2,080$ ), meaning that competence has a significant effect on performance. The results of the t-test of the work motivation variable ( $X_2$ ) showed a significance level of 0.001, which means it is significant. While the calculated t value is 4.063 and the table t is 2.080 ( $4.063 > 2.080$ ), meaning that work motivation has a significant effect on performance. The results of the F test showed a significance level of 0.000, which means it is significant. Meanwhile, the calculated F value of 18,175 and the table F of 3.44 ( $18,175 > 3.44$ ) means that competence and work motivation simultaneously have a positive and significant effect on performance. The value of the coefficient of determination ( $R^2$ ) of 0.634 means that performance is influenced by competence and work motivation of 63.4% while the remaining 36.6% is influenced by other variables that were not studied in this study.*

*Keywords: Competence, Work Motivation, and Performance*