

## ABSTRAK

NIA DELVIA, NPM : 71180312169, **Pengaruh Kemampuan Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Di Badan Pengelolaan Pajak Dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara**. Dibimbing oleh Dr.Supriadi,SE.,M.M.,M.Si sebagai Pembimbing I, serta Syafrizal,S.E.,M.M. sebagai Pembimbing II, Skripsi-2022.

Rumusan pada penelitian ini adalah bagaimana pengaruh kemampuan kerja dan motivasi terhadap kinerja pegawai di Badan Pengelolaan Pajak dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara, dan tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh kemampuan kerja dan motivasi terhadap kinerja pegawai di Badan Pengelolaan Pajak dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara.

Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (questionnaire) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 75 orang. Variabel di ukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji T.

Hasil uji secara serempak menunjukkan pengaruh sangat nyata terhadap kinerja pegawai di Badan Pengelolaan Pajak dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara. Nilai koefisien determinasi sebesar 0.607 berarti kinerja pegawai di Badan Pengelolaan Pajak dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara dapat di jelaskan oleh kemampuan kerja dan motivasi sebesar 60.7%. Secara parsial, kemampuan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai  $t_{hitung} > t_{tabel}$  ( $4.085 > 1.666$ ). Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai  $t_{hitung} > t_{tabel}$  ( $8.400 > 1.666$ ).

*Kata kunci* : Kemampuan kerja, Motivasi kerja, Kinerja.

## ABSTRACT

NIA DELVIA, NPM : 71180312169, **The Effect of Work Ability and Work Motivation on Employee Performance in the Regional Tax and Levy Management Agency Technical Implementation Unit for North Medan Regional Revenue Management**. Supervised by Dr. Supriadi, SE., M.M., M.Si as Advisor I, and Syafrizal, S.E., M.M. as Advisor II, Thesis-2022.

The formulation in this research is how the influence of work ability and motivation on employee performance at the Regional Tax and Levy Management Agency Technical Implementation Unit for North Medan Regional Revenue Management, and the purpose of this study is to determine and analyze the effect of work ability and motivation on employee performance at the Management Agency. Regional Taxes and Levies Technical Implementation Unit for North Medan Regional Revenue Management.

This research is a quantitative descriptive study. Data collection techniques were carried out through interviews, questionnaires and documentation studies. The sample in this study were 75 people. Variables were measured using a Likert scale. Hypothesis testing using multiple linear regression analysis through the F test and T test.

The test results simultaneously show a very significant effect on the performance of employees at the Regional Tax and Retribution Management Agency, the Technical Implementation Unit for North Medan Regional Revenue Management. The value of the coefficient of determination of 0.607 means that the performance of employees at the Regional Tax and Levy Management Agency of the Technical Implementation Unit of North Medan Regional Revenue Management can be explained by work ability and motivation of 60.7%. Partially, work ability has a positive and significant effect on employee performance with a value of  $t_{count} > t_{table}$  ( $4.085 > 1.666$ ). Work motivation has a positive and significant effect on employee performance with a value of  $t_{count} > t_{table}$  ( $8,400 > 1,666$ ).

*Keywords : work ability, work motivation, performance*