

## **ABSTRAK**

**Anggie Dwita Pratiwi, 71210312023, Pengaruh Kemampuan Kerja Dan Motivasi Terhadap Kinerja Pegawai Dinas Ketahanan Pangan, Tanaman Pangan Dan Hortikultura Provinsi Sumatera Utara, Dibimbing oleh : Bapak Syafrizal.,S.E.,M.M sebagai Pembimbing I, dan Bapak M.Prasetyo Wibowo.,S.M.,M.M sebagai Pembimbing II, Skripsi : 2025.**

Rumusan masalah dalam penelitian ini apakah kemampuan kerja dan motivasi berpengaruh terhadap kinerja pegawai Dinas Ketahanan Pangan, Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara, baik secara parsial maupun simultan. Penelitian ini bertujuan untuk mengetahui pengaruh kemampuan kerja dan motivasi terhadap kinerja pegawai Dinas Ketahanan Pangan, Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara. Populasi dalam penelitian ini adalah seluruh pegawai yang bekerja pada Dinas Ketahanan Pangan, Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara yang berjumlah 280 orang. Teknik pengambilan sampel menggunakan rumus slovin dengan standart error 10% sehingga diperoleh sampel sebanyak 74 orang. Teknik pengumpulan data dilakukan melalui wawancara, observasi, kuisioner dan studi Pustaka. Metode pengujian menggunakan analisis regresi linear berganda dengan menggunakan SPSS Versi 22.0. berdasarkan hasil pengujian dan analisis menunjukkan bahwa kemampuan kerja secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Ketahanan Pangan, Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara. Motivasi secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Ketahanan Pangan, Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara. Kemampuan Kerja dan Motivasi secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Ketahanan Pangan, Tanaman Pangan dan Hortikultura Provinsi Sumatera Utara.

**Kata Kunci : Kemampuan Kerja, Motivasi, Kinerja**

## **ABSTRACT**

***Anggie Dwita Pratiwi, 71210312023, The Influence of Work Ability and Motivation on the Performance of Employees of the Food Security, Food Crops and Horticulture Service of North Sumatra Province, Supervised by: Mr. Syafrizal., S.E., M.M as Supervisor I, and Mr. M.Prasetyo Wibowo., S.M., M.M as Supervisor II, Thesis: 2025.***

*The formulation of the problem in this study is whether work ability and motivation affect the performance of employees of the Food Security, Food Crops and Horticulture Service of North Sumatra Province, both partially and simultaneously. This study aims to determine the effect of work ability and motivation on the performance of employees of the Food Security, Food Crops and Horticulture Service of North Sumatra Province. The population in this study were all employees working at the Food Security, Food Crops and Horticulture Service of North Sumatra Province, totaling 280 people. The sampling technique used the Slovin formula with a standard error of 10% so that a sample of 74 people was obtained. Data collection techniques were carried out through interviews, observations, questionnaires and literature studies. The testing method used multiple linear regression analysis using SPSS Version 22.0. based on the results of testing and analysis, it showed that work ability partially had a positive and significant effect on the performance of employees of the Food Security, Food Crops and Horticulture Service of North Sumatra Province. Motivation partially had a positive and significant effect on the performance of employees of the Food Security, Food Crops and Horticulture Service of North Sumatra Province. Work Ability and Motivation simultaneously had a positive and significant effect on the performance of employees of the Food Security, Food Crops and Horticulture Service of North Sumatra Province.*

***Keywords: Work Ability, Motivation, Performance***