

ABSTRAK

Dalam penelitian ini ditemukan permasalahan kinerja pegawai yang terdapat pada Dinas Pemuda dan Olahraga Provinsi Jawa Barat, masalah penelitian ini adalah belum optimalnya kinerja pegawai yang disebabkan oleh rendahnya *Hard Skill*, *Soft Skill*, dan, Motivasi Kerja pegawai Dinas Pemuda dan Olahraga Provinsi Jawa Barat. *Hard Skill*, *Soft Skill*, dan, Motivasi Kerja merupakan faktor yang diduga berpengaruh terhadap kinerja pegawai. Penelitian ini dilakukan berdasarkan data penilaian kinerja pegawai pada instansi Dinas Pemuda dan Olahraga Provinsi Jawa Barat memperoleh kategori sedang pada data penilaian kinerja pegawai yang menunjukkan kinerja pegawai pada Dinas Pemuda dan Olahraga Provinsi Jawa Barat kurang baik. Metode penelitian yang digunakan yaitu metode deskriptif dan verifikatif. Teknik sampling yang digunakan yaitu *non-probability sampling* yang menggunakan teknik *incidental sampling* dengan jumlah sampel sebanyak 52 responden. Metode analisis data yang digunakan adalah uji validitas dan reliabilitas, *Method of Successive Interval* (MSI), analisis regresi linier berganda, korelasi berganda, koefisien determinasi dan uji hipotesis dengan menggunakan alat bantu SPSS Statistic 26. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara *Hard Skill*, *Soft Skill*, dan, Motivasi Kerja terhadap Kinerja Pegawai pada Dinas Pemuda dan Olahraga Provinsi Jawa Barat. Besarnya pengaruh *Hard Skill*, *Soft Skill*, dan Motivasi Kerja terhadap Kinerja Pegawai secara simultan adalah sebesar 66,9%. Sedangkan secara parsial besarnya pengaruh *Hard Skill* terhadap Kinerja Pegawai sebesar 16,0%, pengaruh *Soft Skill* terhadap Kinerja Pegawai 23,8% dan pengaruh Motivasi Kerja terhadap Kinerja Pegawai sebesar 27,1%.

Kata Kunci: *Hard Skill*, *Soft Skill*, Motivasi Kerja dan Kinerja Pegawai

ABSTRACT

In this research, employee performance problems were found in the West Java Provincial Youth and Sports Service. The problem of this research is that employee performance is not yet optimal, which is caused by low Hard Skills, Soft Skills, and Work Motivation of employees at the Java Provincial Youth and Sports Service. West. Hard Skills, Soft Skills, and Work Motivation are factors that are thought to influence employee performance. This research was conducted based on employee performance assessment data at the West Java Province Youth and Sports Service agency which obtained a medium category in employee performance assessment data which showed that employee performance at the West Java Province Youth and Sports Service was not good. The research methods used are descriptive and verification methods. The sampling technique used was non-probability sampling using incidental sampling technique with a sample size of 52 respondents. The data analysis methods used are validity and reliability testing, Method of Successive Interval (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination and hypothesis testing using the SPSS Statistics 26 tool. The results of the study show that there is a positive and significant influence between Hard Skills, Soft Skills, and Work Motivation on Employee Performance at the West Java Province Youth and Sports Service. The magnitude of the influence of Hard Skills, Soft Skills, and Work Motivation on Employee Performance simultaneously is 66.9%. Meanwhile, partially the influence of Hard Skills on Employee Performance is 16.0%, the influence of Soft Skills on Employee Performance is 23.8% and the influence of Work Motivation on Employee Performance is 27.1%.

Keywords: Hard Skill, Soft Skill, Work Motivation, and, Employee Performance