

**PENGARUH KOMPETENSI, EFIKASI DIRI, MOTIVASI, DAN  
KOMITMEN ORGANISASI TERHADAP PERILAKU KERJA INOVATIF  
APARATUR DI KABUPATEN LABUHANBATU  
PROVINSI SUMATERA UTARA**

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diajukan untuk memenuhi sebagian syarat Memperoleh Gelar Doktor  
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## ABSTRAK

**Zulkifli Musannip Efendi Siregar (1603255).** Pengaruh Kompetensi, Efikasi Diri, Motivasi dan Komitmen Organisasi terhadap Perilaku Kerja Inovatif Aparatur di Kabupaten Labuhanbatu Provinsi Sumatera Utara. Disertasi Doktor Ilmu Manajemen Sekolah Pascasarjana Universitas Pendidikan Indonesia, dibawah bimbingan Prof. Dr. H. Suryana.,M.Si, Prof. Dr. H. Eeng Ahman.,M.S dan Prof. Dr. H. Syamsul Hadi Senen.,M.M

Penelitian ini bertujuan untuk mendeskripsikan, menganalisa, dan menguji pengaruh kompetensi, efikasi diri, motivasi dan komitmen terhadap perilaku kerja inovatif aparatur di Kabupaten Labuhan Batu Provinsi Sumatera Utara. Teknik pengumpulan data dilakukan dengan menggunakan kuisioner. Populasi penelitian ini adalah 479 unsur pimpinan atau yang memiliki jabatan pada setiap Organinsasi Perangkat Daerah (OPD) di Kabupaten Labuhan Batu Provinsi Sumatera Utara. Ukuran sampel dihitung dengan berpedoman pada ketentuan *Structural Equation Modeling* (SEM) yaitu minimal 5 hingga 10 kali jumlah variabel manifest (indikator) dari keseluruhan variabel laten, dan setelah dilakukan perhitungan sampel, diperoleh sampel sebanyak 286 responden. Penentuan sampel pada setiap Organinsasi Perangkat Daerah dilakukan dengan menggunakan metode *Proportional Random Sampling*. Teknik analisis data dilakukan dengan analisis deskriptif dan *Structural Equation Modeling* (SEM) dengan dibantu *Software Amos Versi 23*. Hasil penelitian menunjukkan bahwa kompetensi dan efikasi diri berpengaruh terhadap motivasi. Kompetensi dan motivasi berpengaruh terhadap komitmen organisasi, sedangkan efikasi diri tidak berpengaruh terhadap komitmen organisasi. Kompetensi, efikasi diri dan komitmen berpengaruh terhadap perilaku kerja inovatif aparatur, sedangkan motivasi tidak berpengaruh terhadap perilaku kerja inovatif aparatur. Motivasi memiliki peran sebagai mediasi yang membentuk hubungan antara efikasi diri terhadap komitmen organisasi. Komitmen organisasi juga memiliki peran mediasi antara motivasi terhadap perilaku kerja inovatif. Sebahagian temuan penelitian ini mendukung teori yang melandasinya yaitu hubungan antara kompetensi dan efikasi diri terhadap motivasi, hubungan antara kompetensi dan motivasi dengan komitmen, hubungan antara kompetensi, efikasi diri, dan komitmen terhadap perilaku kerja inovatif. Sedangkan sebagian temuan menolak landasan teori yang ada yaitu efikasi diri bukan prediktor valid terhadap komitmen organisasi, dan motivasi bukan prediktor valid terhadap perilaku kerja inovatif aparatur.

**Kata Kunci : Kompetensi, Efikasi Diri, Motivasi, Komitmen Organisasi, Perilaku Kerja Inovatif**

## ABSTRACT

**Zulkifli Musannip Efendi Siregar (1603255).** *The Influence of Competency, Self-Efficacy, Motivation, and Organizational Commitment on Innovative Work Behavior in Labuhanbatu Regency, North Sumatera* . A dissertation of the Doctoral Management Sciences at Sekolah Pascasarjana Universitas Pendidikan Indonesia, Supervisors : Prof. Dr. H. Suryana.,M.Si, Prof. Dr. H. Eeng Ahman.,M.S, and Prof. Dr. H. Syamsul Hadi Senen.,M.M.

*This study aims to describe, analyze, and testing the influence of competency, self-efficacy, motivation and commitment to the innovative work behavior of the apparatus in government offices in Labuhan Batu Regency, North Sumatra. Data collection techniques were carried out using questionnaires. The population of this study were 479 apparatus who has job positions in government offices in Labuhanbatu Regency, North Sumatra. The sample size was calculated by the provisions of Structural Equation Modeling (SEM), which is a minimum of 5 to 10 of manifest variables (indicators) of all latent variables, so that a sample of 286 respondents were obtained. Determination of samples in each government offices was carried out using the Proportional Random Sampling method. Data analysis techniques were carried out by descriptive analysis and Structural Equation Modeling (SEM) with the help of Amos Version 23. Software. The results showed that competence and self-efficacy influence motivation. Competency and motivation influence organizational commitment, while self-efficacy does not influence the organizational commitment. Competence, self-efficacy and organizational commitment influence innovative work behavior, while motivation does not influence the innovative work behavior. Motivation has a role as a mediation that forms the relationship between competence and organizational commitment. Motivation aslo can mediate the influence of self-efficacy on innovative work behavior. The findings of this study support the existing theories of the relationship between competence and self-efficacy on motivation, the relationship between competency and motivation toward commitment, the relationship between competence, self-efficacy, and commitment on innovative work behavior. While some of the findings rejecting the existing theoretical foundation, namely self-efficacy is not valid predictors of organizational commitment, and motivation is not a valid predictor of the innovative work behavior.*

**Keywords :** *Competency, Self-efficacy, Motivation, Organizational Commitment, Innovative Work Behavior*

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