**PENGARUH SISTEM INFORMASI MANAJEMEN DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI SEKRETARIAT**

**DAERAH PADA KANTOR BUPATI DELI SERDANG**

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**ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh sistem informasi manajemen dan motivasi kerja terhadap kinerja pegawai Sekretariat Pada Kantor Bupati Deli Serdang. Teknik pengambilan sampel menggunakan sampling jenuh yang berjumlah 94 responden. Metode pengumpulan data menggunakan angket/kuesioner. Hasil analisis regresi linear berganda diperoleh persamaan Y = 6,124 + 0,309X1 + 0,545X2.Hasil analisis regresi (uji t) variabel sistem informasi manajemen diperoleh nilai t hitung sebesar 3,270> t tabel 1,986 dengan nilai signifikan yaitu0,000< 0,05 yang menujukkan bahwa variabel sistem informasi manajemen berpengaruh positif dan signifikan terhadap variabel kinerja pegawai. Hasil analisis regresi (uji t) variabel motivasi kerja diperoleh nilai t hitung sebesar 5,231> t tabel 1,986dengan nilai signifikan yaitu 0,000< 0,05yang menunjukkan variabel motivasi kerjaberpengaruh positif dan signifikan terhadap variabel kinerja pegawai. Hasil uji simultan menunjukkan nilai F hitung = 166,193> F tabel = 3,10dengan nilai signifikan 0,000 < 0,05 yang menunjukkan bahwa variabel sistem informasi manajemen dan motivasi kerja secara simultan berpengaruh positif dan signifikan terhadap variabel kinerja pegawai. Hasil perhitungan koefisien nilai adjusted R square sistem informasi manajemen danmotivasi kerja terhadapvariabel kinerja pegawaiadalah sebesar 0,780. Maka dapat disimpulkan bahwa variabel sistem informasi manajemen dan motivasi kerjamemiliki pengaruhsebesar 78% terhadap variabel kinerja pegawai, sementara sisanya sebesar22%dipengaruhi oleh variabel lain yang berada diluar penelitian ini.

*Kata kunci: sistem informasi manajemen, motivasi kerja, kinerja pegawai*

***THE EFFECT OF MANAGEMENT INFORMATION SYSTEMS AND WORK MOTIVATION ON THE PERFORMANCE OF REGIONAL SECRETARIAT EMPLOYEES AT DELI SERDANG REGENT OFFICE***

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**ABSTRACT**

*The objective of the research was to analyze the effect of management information systems and work motivation on the performance of regional Secretariat employees at the Deli Serdang Regents Office. The sampling technique used was saturated sampling of 94 respondents. The data collection method was to use questionnaires. The results of multiple linear regression analysis obtained the equation Y = 6.124 + 0.309X1 + 0.545X2. The results of the regression analysis (t test) of the management information system variable obtained tobserved value of 3.270> ttable 1.986 with a significant value of 0.000< 0.05 which indicates that the management information system variable had a positive and significant effect on employees’ performance variables.* *The results of the regression analysis (t test) of the work motivation variable obtained a tobserved value of 5.231> ttable 1.986 with a significant value of 0.000< 0.05 which shows the work motivation variable had a positive and significant effect on the employees’ performance variable.* *The simultaneous test results showed a value of Fobserved = 166.193> Ftable = 3.10 with a significant value of 0.000 < 0.05 which showed that the management information system variables and work motivation simultaneously had a positive and significant effect on employees’ performance variables. The result of the calculation of the coefficient of value adjusted R square management information system and work motivation towards the variable employees’ performance was 0.780. So it can be concluded that the variables of management information systems and work motivation had an effect of up to 78% on employees’ performance variables, while the remaining 22% was influenced by other variables that were outside this research.*

*Keywords: management information systems, work motivation, employees’ performance*