

THE ABSTRACT

THE INFLUENCE OF THE WORK ENVIRONMENT AND COMPETENCE OF THE JURU TULIS KAMPONG AS THE CIVIL SERVANT TOWARDS THE WORK MOTIVATION

(The research in the villages of the regency in Tulang Bawang, Tulang Bawang Barat and Mesuji)

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All of the *Juru Tulis* Kampong have completed of require to be a civil servant they are bringing the positive impact for increasing in welfare took the form of the pay and the allowance. Opportunity to advance and the clear career and the impact that it hopes to emerge are the increase in the work motivation that in the long run. It hopes to increase the productivity of the work of the government of the village. The difference of the working environment of the characteristics, competence and characteristic the individual is caused the difference in the level of the work motivation of the *Juru Tulis* Kampong. His problem is as big as the influence of the work environment, competence and the characteristics of the *Juru Tulis* Kampong on the work motivation.

The method that is using in this research is descriptive explorative the technique of the collection data use the questionnaire. The respondent in this research are all of the *Juru Tulis* Kampong who has been appointed to the Civil Servant in 2008 in the three regency such as Tulang Bawang, Tulang Bawang Barat and Mesuji as many as 64 people decreased 1 (one) the personed because of dying so as the number of respondents decreased to be

63 people. To analyze the data the writer use the analysis of linear regression use software from SPSS ver.13.

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Results of the research show that partially the work environment is influential significant towards the work motivation in the Tulang Bawang Regency, Tulang Bawang Barat and Mesuji, They see from the value t counted to variable work environment 3,662 bigger than t table of 2.001 with the significant value 0.001. The value t counted to variable competence 4,829 bigger than t table of 2.001 with the significant value 0.000 significant that competence was influential significantly towards the motivation of the *Juru Tulis* Kampong.

The significance of Regression with the F test or the testing simultaneously was received by the F value counted of 24,013 and F table of 2.761. Could be concluded that the working environment and competence the *Juru Tulis* Kampong simultaneously was influential significant towards the work motivation in the Tulang Bawang regency, Tulang Bawang Barat and Mesuji. In the analysis of the data, was seen by R of 0.667 and R^2 of 0, 445. This was significant that, 0, 445 or 44,5% Work Motivation of the *Juru Tulis* Kampong (Y) is influencing by variable the Working Environment and Competency of the village clerk, whereas 55,5% is influencing by factor other that do not enter the regression model apart from the Working Environment, Competency and the characteristics of the *Juru Tulis* Kampong.