

ABSTRACT**THE INFLUENCE OF WORK MOTIVATION AND WORK
ACHIEVEMENT OF CIVIL SERVANTS ON ORGANIZATION
EFFECTIVENESS IN DIRECTORATE GENERAL OF
ISLAMIC GUIDANCE MINISTRY OF RELIGION****By****TAUFIQ HIDAYAT**

Efforts to find the causes uneffectiveness of organization is a problem that is wide enough dimensions, but if it is coned the main point among others on human resource management system within the organization. Preliminary studies on the Directorate General of Islamic Guidance Ministry of Religion, found problems with respect to the effective achievement of organizational goals is not suspected because of aspects of work motivation and employee work performance less than optimal. Based on this, the research aims to find work motivation, work achievement of civil servants and organizational effectiveness of the Directorate General of Islamic Guidance Ministry of Religion, and to analyze the influence between variables either partially or simultaneously to test the hypothesis, namely: "Work motivation and work achievement of civil servants have positive impact on organizational effectiveness at the Directorate General of Islamic Guidance Ministry of Religion."

This research included in research evaluation, and research methods of this research is descriptive and verification methods. Independent variables in this research are work motivation (X_1) and work achievement of civil servants (X_2), while the dependent variable is the organization effectiveness (Y). Respondents of this research are the staff of the Directorate General of Islamic Guidance Ministry of Religion with number of samples of 170 people. Statistical hypothesis test is multiple regression.

Descriptive analysis results showed that motivation, work achievement of civil servants and organizational effectiveness in Directorate General of Islamic Guidance Ministry of Religion has been reached with the good. Hypothesis testing found that partially or simultaneously work motivation and work achievement of civil servants has positive and significant impact on organizational effectiveness within the Directorate General of Islamic Guidance Ministry of Religion.

Keywords : work motivation, work achievement of civil servants, organization effectiveness