

**PENGARUH KINERJA DAN KARAKTERISTIK TENAGA TEKNIS  
TERHADAP KARAKTER DAN KESADARAN PEMENUHAN PSDH  
PEMEGANG IZIN PERHUTANAN SOSIAL**

**ABSTRAK**

**Oleh**

**POPI TRI ASTUTI**

**NPM 2224151005**

Pemanfaatan hutan di Indonesia menghadapi tantangan dalam menjaga keseimbangan antara optimalisasi potensi dan kelestarian, yang tercermin dari penurunan penerimaan negara bukan pajak (PNBP) sektor kehutanan di Provinsi Lampung. Peran tenaga teknis kehutanan menjadi penting dalam mendorong kepatuhan pemegang izin, namun efektivitasnya masih perlu dikaji. Penelitian ini bertujuan untuk menganalisis karakteristik kinerja tenaga teknis dalam upaya peningkatan PNBP di Provinsi Lampung. Penelitian menggunakan pendekatan kuantitatif melalui survei terhadap 34 tenaga teknis pada 16 Kesatuan Pengelolaan Hutan (KPH) di Provinsi Lampung. Data dikumpulkan melalui wawancara dan kuesioner terstruktur, kemudian dianalisis menggunakan Structural Equation Modeling (SEM). Hasil penelitian menunjukkan bahwa model telah memenuhi kriteria validitas dan reliabilitas. Karakteristik pemegang izin berpengaruh signifikan terhadap kesadaran pemenuhan PNBP ( $\beta = 0,433$ ;  $p < 0,05$ ), sedangkan kinerja tenaga teknis tidak berpengaruh signifikan baik terhadap karakteristik pemegang izin maupun kesadaran pemenuhan PNBP. Selain itu, tidak ditemukan pengaruh mediasi dalam hubungan antar variabel. Nilai koefisien determinasi menunjukkan bahwa kesadaran pemenuhan PNBP berada pada kategori moderat. Temuan ini menunjukkan bahwa peningkatan PNBP lebih ditentukan oleh faktor internal pemegang izin dibandingkan kinerja tenaga teknis, sehingga strategi peningkatan PNBP perlu difokuskan pada penguatan kapasitas dan motivasi pemegang izin sebagai determinan utama kepatuhan.

**Keyword:** PNBP Kehutanan, Kinerja Tenaga Teknis, Karakteristik Pemegang Izin, Kesadaran Pembayaran, Structural Equation Modeling (SEM).

**THE INFLUENCE OF TECHNICAL PERSONNEL PERFORMANCE  
AND CHARACTERISTICS ON THE CHARACTER AND AWARENESS  
OF PSDH FULFILLMENT OF SOCIAL FORESTRY PERMIT HOLDERS**

**ABSTRACT**

**By**

**POPI TRI ASTUTI**

**NPM 2224151005**

Forest utilization in Indonesia faces challenges in maintaining a balance between optimizing potential and sustainability, as reflected in the decline in non-tax state revenue (PNBP) from the forestry sector in Lampung Province. The role of forestry technical personnel is crucial in encouraging permit holder compliance, but their effectiveness still needs to be studied. This study aims to analyze the performance characteristics of technical personnel in efforts to increase PNBP in Lampung Province. The study used a quantitative approach through a survey of 34 technical personnel in 16 Forest Management Units (KPH) in Lampung Province. Data were collected through interviews and structured questionnaires, then analyzed using Structural Equation Modeling (SEM). The results showed that the model met the criteria for validity and reliability. Permit holder characteristics significantly influenced awareness of non-tax state revenue ( $\beta = 0.433$ ;  $p < 0.05$ ), while technical staff performance had no significant effect on either permit holder characteristics or awareness of non-tax state revenue. Furthermore, no mediating effect was found in the relationship between the variables. The coefficient of determination indicates that awareness of non-tax state revenue is in the moderate category. This finding suggests that increasing non-tax state revenue is more determined by internal factors of permit holders than by the performance of technical staff. Therefore, strategies to increase non-tax state revenue need to focus on strengthening the capacity and motivation of permit holders as the primary determinants of compliance.

**Keywords:** Forestry Non-Tax State Revenue, Technical Staff Performance, Permit Holder Characteristics, Payment Awareness, Structural Equation Modeling (SEM)