

## **ABSTRACT**

*This study aims to determine how much influence the e-performance system and HR competence have on employee performance with work motivation as an intervening variable at the Bukittinggi Mayor's office. The method used is Structural Equation Modeling (SEM) with Partial Least Square (PLS) 3.0. By distributing questionnaires as many as 177 respondents.*

*The results of data analysis concluded, there was a positive and significant effect between the variables of the e-performance system on work motivation. There is a positive and significant influence between HR competencies on work motivation. There is a positive and significant effect between the variables of the e-performance system on the employee performance variables. There is a positive and insignificant effect between the HR competency variables on the employee performance variables. There is a significant positive effect between work motivation variables on employee performance variables. There is a significant positive effect between the variables of the e-performance system on employee performance through work motivation. There is a significant positive effect between HR competency variables on employee performance through work motivation.*

***Keywords: E-performance system, HR competency, employee performance, work motivation***

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh sistem e-kinerja dan kompetensi SDM terhadap kinerja pegawai dengan motivasi kerja sebagai variabel intervening pada kantor Walikota Bukittinggi. Metode yang digunakan adalah *Structur Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0. Dengan mengedarkan kuesioner sebanyak 177 responden.

Hasil analisis data menyimpulkan, terdapat pengaruh positif dan signifikan antara variabel sistem e-kinerja terhadap motivasi kerja. Terdapat pengaruh positif dan signifikan antara kompetensi SDM terhadap motivasi kerja. Terdapat pengaruh positif dan signifikan antara variabel sistem e-kinerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang tidak signifikan antara variabel kompetensi SDM terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel motivasi kerja terhadap variabel kinerja pegawai. Terdapat pengaruh positif yang signifikan antara variabel sistem e-kinerja terhadap kinerja pegawai melalui motivasi kerja. Terdapat pengaruh positif yang signifikan antara variabel kompetensi SDM terhadap kinerja pegawai melalui motivasi kerja.

**Kata Kunci : Sistem E-kinerja, Kompetensi SDM, Kinerja Pegawai, Motivasi Kerja**