

**PENGARUH *JOB BURNOUT* DAN KOMPETENSI PEGAWAI
TERHADAP KINERJA PEGAWAI DINAS PENANAMAN MODAL
DAN PELAYANAN TERPADU SATU PINTU DAERAH ISTIMEWA
YOGYAKARTA (DPMPTSP DIY) MELALUI MOTIVASI KERJA
SEBAGAI VARIABEL MEDIASI**

Faradila Fiani

NIM.141210014

Program Studi Manajemen

Fakultas Ekonomi dan Bisnis UPN Veteran Yogyakarta

faradilaf10@gmail.com

ABSTRAK

Penelitian ini menguji pengaruh *job burnout*, dan kompetensi pegawai terhadap kinerja pegawai Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Daerah Istimewa Yogyakarta (DPMPTSP DIY) melalui motivasi sebagai variabel mediasi. Penelitian ini menggunakan metode kuantitatif dengan teknik sensus. Data dikumpulkan melalui kuesioner terhadap pegawai DPMPTSP DIY. Analisis data dilakukan dengan menggunakan *Software SmartPLS 4.0*. Hasil penelitian menunjukkan bahwa *job burnout* berpengaruh negatif signifikan terhadap kinerja pegawai, kompetensi pegawai berpengaruh positif signifikan terhadap kinerja pegawai. *Job burnout* juga berpengaruh negatif signifikan terhadap kinerja melalui motivasi kerja, serta kompetensi pegawai berpengaruh positif signifikan terhadap kinerja pegawai melalui motivasi kerja pada Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Daerah Istimewa Yogyakarta.

Kata Kunci : *job burnout*, kompetensi pegawai, kinerja pegawai, motivasi kerja

***THE EFFECT OF JOB BURNOUT AND EMPLOYEE COMPETENCE ON
EMPLOYEE PERFORMANCE OF THE DINAS PENANAMAN MODAL
DAN PELAYANAN TERPADU SATU PINTU DAERAH ISTIMEWA
YOGYAKARTA (DPMPTSP DIY) THROUGH WORK MOTIVATION AS A
MEDIATION VARIABLE***

Faradila Fiani

NIM.141210014

Management Study Program

Faculty of Economics and Business UPN Veteran Yogyakarta

faradilaf10@gmail.com

ABSTRACT

This study examines the effect of job burnout, and employee competence on employee performance of the Dinas Penanaman Modal & Pelayanan Terpadu Satu Pintu Daerah Istimewa Yogyakarta (DPMPTSP DIY) through motivation as a mediating variable. This study uses a quantitative method with a census technique. Data were collected through questionnaires to DPMPTSP DIY employees. Data analysis was carried out using SmartPLS 4.0 Software. The results of the study indicate that job burnout has a significant negative effect on employee performance, employee competence has a significant positive effect on employee performance. Job burnout also has a significant negative effect on performance through work motivation, and employee competence has a significant positive effect on employee performance through work motivation at the Dinas Penanaman Modal & Pelayanan Terpadu Satu Pintu Daerah Istimewa Yogyakarta.

Keywords: job burnout, employee competence, employee performance, work motivation