

## **ABSTRACT**

### ***THE INFLUENCE OF INDIVIDUAL CHARACTERISTICS ON EMPLOYEE PERFORMANCE WITH WORK MOTIVATION AS AN INTERVENING VARIABLE***

***(Survey of nurses at RSU Kuningan Medical Center Luragung, Kuningan)***

***By***

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*This study aims to analyze the influence of individual characteristics on employee performance with work motivation as an intervening variable in nurses at Kuningan Medical Center General Hospital, Luragung, Kuningan Regency. The research method used was a survey. The data obtained were analyzed using the Partial Least Square–Structural Equation Modeling (PLS-SEM) method. The results of the study indicate that individual characteristics have a positive and significant effect on work motivation, individual characteristics have a positive and significant effect on employee performance, and work motivation has a positive and significant effect on employee performance. In addition, the results of the analysis also prove that work motivation is able to mediate the influence of individual characteristics on employee performance.*

***Keywords: Individual Characteristics, Work Motivation, Employee Performance.***

## ABSTRAK

### **PENGARUH KARAKTERISTIK INDIVIDU TERHADAP KINERJA KARYAWAN DENGAN MOTIVASI KERJA SEBAGAI VARIABEL *INTERVENING***

(Survey pada perawat di RSUD Kuningan Medical Center Luragung,  
Kuningan)

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Penelitian ini bertujuan untuk menganalisis pengaruh karakteristik individu terhadap kinerja karyawan dengan motivasi kerja sebagai variabel *intervening* pada perawat di Rumah Sakit Umum Kuningan Medical Center Luragung, Kabupaten Kuningan. Metode penelitian yang digunakan survey. Data yang diperoleh dianalisis menggunakan metode *Partial Least Square-Structural Equation Modeling (PLS-SEM)*. Hasil penelitian menunjukkan bahwa karakteristik individu berpengaruh positif dan signifikan terhadap motivasi kerja, karakteristik individu berpengaruh positif dan signifikan terhadap kinerja karyawan, serta motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Selain itu, hasil analisis juga membuktikan bahwa motivasi kerja mampu memediasi pengaruh karakteristik individu terhadap kinerja karyawan.

**Kata Kunci: Karakteristik Individu, Motivasi Kerja, Kinerja Karyawan.**