

Pengaruh *Toxic Workplace* Dan *Abuse of Power* Terhadap Kinerja Pegawai Dengan Mediasi Motivasi Kerja Pegawai Di Kementerian Pendayagunaan Aparatur Negara Dan Reformasi Birokrasi

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Abstrak

Penelitian ini dilatarbelakangi oleh peningkatan kasus pengaduan pegawai di Kementerian Pendayagunaan Aparatur Negara dan Reformasi Birokrasi terkait konflik yang terjadi dengan pimpinan unit kerja. Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh toxic workplace dan abuse of power terhadap kinerja pegawai melalui motivasi kerja pegawai. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dimana teknik pengumpulan datanya dengan menyebarkan kuesioner kepada 231 responden dengan rincian 220 PNS dan 11 orang PPPK di lingkungan Kementerian PANRB. Teknik analisis dan pengolahan data dengan menggunakan metode Partial Least Square (PLS). Adapun hasil penelitian menunjukkan bahwa (1) Toxic Workplace berpengaruh terhadap Kinerja Pegawai; (2) Abuse of Power tidak berpengaruh terhadap Kinerja Pegawai; (3) Toxic Workplace tidak berpengaruh terhadap Kinerja Pegawai dengan mediasi Motivasi Kerja; (4) Abuse of Power berpengaruh terhadap Kinerja Pegawai dengan mediasi Motivasi Kerja.

Kata Kunci : *Toxic Workplace, Abuse of Power, Kinerja Pegawai, Motivasi Kerja, Aparatur Sipil Negara*

The Effect of Toxic Workplace and Abuse of Power on Employee Performance with Mediation of Employee Work Motivation at the Ministry of Administrative and Bureaucratic Reform

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Abstract

This research was motivated by an increase in cases of employee complaints at the Ministry of Administrative and Bureaucratic Reform regarding conflicts that occurred with leaders in work units. This research aims to determine and analyze the effect of toxic workplaces and abuse of power on employee performance through employee motivation. The method used in this research is a quantitative method where the data collection technique is by distributing questionnaires to 231 respondents with details of 220 civil servants and 11 government's contractual employee within the Ministry of Administrative and Bureaucratic Reform. Data analysis and processing techniques using the Partial Least Square (PLS) method. The results showed that (1) Toxic Workplace affects Employee Performance; (2) Abuse of Power has no effect on Employee Performance; (3) Toxic Workplace has no effect on Employee Performance with the mediation of Work Motivation; (4) Abuse of Power affects Employee Performance with the mediation of Work Motivation.

Keywords : Toxic Workplace, Abuse of Power, Employee Performance, Employee Motivation, Civil Servant.