INTISARI

Tujuan dalam penelitian ini adalah untuk mengetahui pengaruh *Quality of Work Life, Need for Achievement, Need for Affiliation, dan Need for Power* terhadap kinerja pegawai kecamatan di Kabupaten Kulon Progo Daerah Istimewa Yogyakarta. Obyek penelitian adalah seluruh pegawai kecamatan di Kabupaten Kulon Progo Daerah Istimewa Yogyakarta.

Pengumpulan data dilakukan dengan membagikan kuesioner yang ditujukan kepada pegawai kecamatan di Kabupaten Kulon Progo Daerah Istimewa Yogyakarta yang berjumlah 267, orang guna memperoleh jawaban persepsi responden untuk setiap item pernyataan dari variable penelitian. Dari kuesioner yang disebar, ada 214 kuesioner yang kembali dan siap di olah. Metode analisis data menggunakan analisis regresi berganda untuk mengetahui pengaruh *Quality of Work Life, Need for Achievement, Need for Affiliation, dan Need for Power* terhadap kinerja.

Hasil pengujian menunjukkan bahwa secara parsial, *Quality of Work Life, Need for Achievement, dan Need for Affiliation* pengaruh positif signifikan terhadap pegawai kecamatan di Kabupaten Kulon Progo, sedangkan *Need for Power* tidak berpengaruh terhadap kinerja pegawai kecamatan di Kabupaten Kulon Progo. Hasil pengujian secara simultan menunjukkan *Quality of Work Life, Need for Achievement, Need for Affiliation dan Need for Power* berpengaruh positif signifikan terhadap pegawai kecamatan di Kabupaten Kulon Progo.

Kata Kunci: *Quality of Work Life, Need for Achievement, Need for Affiliation, Need for Power*, dan kinerja.

ABSTRACT

The purpose of this research is to look at the effect Quality of Work Life, Need for Achievement, Need for Affiliation, dan Need for Power, on the performance of the employees subdistrict of Kulon Progo regency Special Province of Yogyakarta.

The data collection was conducted by distributing questionnaires addressed to the 267 employees, to obtain an answer for each item of respondents' perception of the research variable statement. Of the tota questionnaires distributed, 214 questionnaires were returned and readily processed. The data analysis method used was multiple regression analysis to examine the effect Quality of Work Life, Need for Achievement, Need for Affiliation, dan Need for Power, on the performance.

The test conducted partially showed that Quality of Work Life, Need for Achievement, Need for Affiliation have a significant positive impact on the performance of the employees subdistrict of Kulon Progo regency. On the other hand, Need for Power does not affect the performance of the employees subdistrict of Kulon Progo regency. While the test conducted simultaneously showed that Quality of Work Life, Need for Achievement, Need for Affiliation, dan Need for Power have a significant positive impact on the performance of the employees subdistrict of Kulon Progo regency.

Keywords: Quality of Work Life, Need for Achievement, Need for Affiliation, Need for Power, and Performance.