

ABSTRACT

ANALYSIS OF THE INFLUENCE OF COMPETENCE AND INFORMATION TECHNOLOGY ON THE PERFORMANCE OF PRINGSEWU POLICE PERSONNEL WITH MOTIVATION AS AN INTERVENING VARIABLE

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Polres Pringsewu is a part of Polda Lampung, responsible for maintaining security and public order in Pringsewu Regency. In carrying out its duties, Polres Pringsewu is greatly influenced by the quality of human resources and technological advancements. NPSS data shows that in the past two years, Polres Pringsewu has experienced a decline in performance, particularly in terms of innovation, which is influenced by the Professionalism Index of Human Resources and the Electronic-Based Government System Index. This research aims to provide beneficial recommendations for Polres Pringsewu. Besides understanding the causal relationship between variables, this study also differentiates itself from previous research. The population in this study consists of Polres Pringsewu employees based on Gen "Y" demographics, totaling 55 respondents. The research data was obtained through questionnaires and processed using computers with the help of SPSS software version 20.0. The study results show that: 1) The use of technology has a positive and significant effect on work motivation; 2) Competence has a positive and significant effect on work motivation; 3) The use of technology has a positive and significant effect on employee performance; 4) Competence has a significant effect on employee performance; 5) Work motivation has a positive and significant effect on employee performance; 6) Competence indirectly, positively, and significantly affects performance through motivation; 7) The use of information technology indirectly, positively, and significantly affects performance through motivation.

Keywords — *Competence, Utilization of Information Technology, Performance, Motivation, Polres Pringsewu*