

# **PENGARUH KOMPENSASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI BADAN KEPEGAWAIAN, PENDIDIKAN DAN PELATIHAN KABUPATEN SLEMAN**

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## **Abstrak**

Penelitian ini dilakukan untuk menguji Pengaruh Kompensasi dan Disiplin Kerja Terhadap Kinerja Pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Sleman. Populasi dalam penelitian ini berjumlah 65 orang pegawai. Teknik pengambilan sampel menggunakan metode *simple random sampling* yaitu teknik pengambilan data dilakukan secara acak tanpa memperhatikan strata yang ada dalam populasi tersebut. Data untuk penelitian ini diperoleh melalui kuesioner, wawancara dan observasi terhadap responden. Hasil penelitian ini menunjukkan bahwa: uji validitas  $r$  hitung  $>$   $r$  tabel atau  $r$  hitung  $>$  0,30, maka seluruh instrumen yang digunakan dalam penelitian ini dinyatakan valid. Berdasarkan hasil analisis regresi berganda nilai koefisien kompensasi ( $X_1$ ) sebesar 0,142 dan disiplin kerja ( $X_2$ ) sebesar 0,767, angka ini mengandung arti positif, dimana kompensasi ( $X_1$ ) dan disiplin kerja ( $X_2$ ) semakin membaik, maka kinerja ( $Y$ ) akan semakin meningkat. Berdasarkan uji  $t$  diperoleh nilai  $t$  hitung  $>$   $t$  tabel, variabel kompensasi sebesar 3,258 dan disiplin kerja sebesar 5,390 sedangkan  $t$  tabel 2,208 maka disimpulkan variabel kompensasi ( $X_1$ ) dan variabel disiplin kerja ( $X_2$ ) berpengaruh secara parsial terhadap variabel kinerja ( $Y$ ) Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Sleman. Berdasarkan uji  $F$  variabel kompensasi dan disiplin kerja diperoleh  $F_{hitung} >$   $F_{tabel}$ , nilai  $F_{hitung}$  sebesar 68,733 dan  $F_{tabel}$  adalah sebesar 3,26, maka disimpulkan  $H_0$  ditolak dan  $H_a$  diterima yang berarti bahwa terdapat pengaruh signifikan secara simultan variabel kompensasi ( $X_1$ ) dan disiplin kerja ( $X_2$ ) terhadap variabel kinerja. Kemudian hasil uji koefisien determinasi bahwa sebesar 78,1% variabel kinerja dipengaruhi oleh variabel kompensasi dan disiplin kerja, sedangkan 21,9% dipengaruhi oleh variabel lainnya.

**Kata Kunci :** *Kompensasi, Disiplin Kerja, Kinerja Pegawai.*

**THE EFFECT OF WORK COMPENSATION AND DISCIPLINE ON  
EMPLOYEE'S PERFORMANCE IN PERSONNEL, EDUCATION AND  
TRAINING AGENCY OF SLEMAN DISTRICT**

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**Abstract**

*This research was conducted to examine the effect of Work Compensation and Discipline on the Performance of Employees at Staffing, Education and Training Agency in the Sleman Regency. The population in this study amounted to 65 employees. The sampling technique uses simple random sampling method that is the technique of taking data randomly without regard to strata in the population. Data for this study were obtained through questionnaires, interviews and observations of respondents. The results of this study indicate that: the validity test  $r\text{-count} > r\text{-table}$  or  $r\text{-count} > 0.30$ , then all instruments used in this study are declared valid. Based on the results of multiple regression analysis the value of the compensation coefficient (X1) of 0.142 and work discipline (X2) of 0.767, this number contains a positive meaning, where compensation (X1) and work discipline (X2) is getting better, then performance (Y) will increase. Based on the  $t$  test, the value of  $t\text{-count} > t\text{-table}$ , compensation variable is 3.258 and work discipline is 5.390 while  $t$  table 2.208, it is concluded that compensation variable (X1) and work discipline variable (X2) have partial effect on performance variable (Y) Staffing Agency, Education and Training in Sleman Regency. Based on the  $F$  test the compensation variable and work discipline obtained  $F\text{-count} > F\text{-table}$ ,  $F\text{count}$  value of 68.733 and  $F\text{table}$  of 3.26, it was concluded that it was concluded that  $H_0$  was rejected and  $H_a$  was accepted which meant that there was a significant significant effect simultaneously in the compensation variable (X1) and discipline work (X2) on performance variables. Then the coefficient test results determination that 78.1% of the performance variable is influenced by compensation and work discipline variables, while 21.9% is influenced by other variables.*

**Keywords:** *Compensation, Work Discipline, Employee Performance.*