

ABSTRAK

Pengaruh Motivasi, Kompensasi, dan Kepuasan Kerja terhadap Kinerja Pegawai Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Kabupaten Sleman

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Laporan Tugas Akhir ini bertujuan untuk mengetahui apakah terdapat pengaruh motivasi (X1), kompensasi (X2), dan kepuasan kerja (X3) terhadap kinerja pegawai (Y) Dinas Penanaman Modal dan Pelayanan Perizinan Terpadu Kabupaten Sleman. Metode pengumpulan data dalam penelitian ini adalah dengan survey membagikan kuisioner kepada 48 responden. Metode analisis data yang digunakan yaitu uji regresi berganda. Analisis diuji dengan uji F dan Uji T. Berdasarkan hasil uji regresi berganda koefisien determinasi sebesar 0,755, yang artinya variabel-variabel motivasi, kompensasi, dan kepuasan kerja mampu mempengaruhi variabel kinerja pegawai sebesar 75,5% dan sisanya dipengaruhi variabel lain. Berdasarkan uji t sebesar 3,248 motivasi (X1) berpengaruh secara positif dan signifikan terhadap kinerja pegawai. Berdasarkan uji t sebesar 3,604 kompensasi (X2) berpengaruh secara positif dan signifikan terhadap kinerja pegawai. Berdasarkan uji t sebesar 3,468 kepuasan kerja (X3) berpengaruh secara positif dan signifikan terhadap kinerja pegawai. Berdasarkan uji F motivasi (X1), kompensasi (X2) dan kepuasan Kerja (X3) secara bersama-sama berpengaruh secara positif dan signifikan terhadap kinerja pegawai (Y). Nilai sig Uji F sebesar $0,000 < 0,05$ dengan demikian variabel motivasi, kompensasi, dan kepuasan kerja secara simultan berpengaruh terhadap variabel kinerja pegawai.

Kata kunci: motivasi, kompensasi, kepuasan kerja, dan kinerja pegawai

ABSTRACT

The Influence of Motivation, Compensation, and Job Satisfaction on the Performance of Employees of the Investment Office and Integrated Licensing Services in Sleman Regency

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This Final Project Report aims to determine whether there is an effect of motivation (X1), compensation (X2), and job satisfaction (X3) on employee performance (Y) of the Investment and Integrated Licensing Service Office of Sleman Regency. The method of data collection in this research is by distributing questionnaires to 48 respondents. The data analysis method used is multiple regression test. The analysis was tested with the F test and T test. Based on the results of the multiple regression test the coefficient of determination was 0.755, which means that the motivation, compensation, and job satisfaction variables were able to influence the employee performance variable by 75.5% and the rest were influenced by other variables. Based on the t test of 3,248 motivation (X1) has a positive and significant effect on employee performance. Based on the t-test of 3.604 compensation (X2) has a positive and significant effect on employee performance. Based on the t test of 3,468 job satisfaction (X3) has a positive and significant effect on employee performance. Based on the F test of motivation (X1), compensation (X2) and job satisfaction (X3) together have a positive and significant effect on employee performance (Y). The F-test sig value is 0.000 <0.05, thus the motivation, compensation, and job satisfaction variables simultaneously affect the employee performance variable.

Keywords: motivation, compensation, job satisfaction, and employee performance