

ABSTRAK

Muhammad Affif. NIM: 2061201337 Pengaruh Kompensasi, Kepuasan dan Motivasi terhadap Kinerja Pegawai Pemerintah Perjanjian Kerja pada Kementerian Luar Negeri. Di bawah bimbingan Ali Chaerudin.

Penelitian ini bertujuan untuk menganalisis pengaruh Kompensasi, Kepuasan, dan Motivasi terhadap Kinerja Pegawai Pemerintah Perjanjian Kerja di Kementerian Luar Negeri. Menggunakan metode kuantitatif dengan pendekatan deskriptif asosiatif, penelitian ini mengumpulkan data melalui studi kepustakaan dan penelitian lapangan. Analisis data meliputi uji kualitas data, uji asumsi klasik, serta regresi linier berganda, uji korelasi, uji determinasi, uji t, dan uji f. Hasil analisis regresi menunjukkan nilai konstanta sebesar 2,597, yang menunjukkan pengaruh positif variabel independen terhadap Kinerja Pegawai. Uji t menunjukkan bahwa Kompensasi (X1) dan Motivasi (X3) berpengaruh signifikan terhadap Kinerja Pegawai (Y), dengan Thitung masing-masing sebesar 3,629 dan 5,602, sementara Kepuasan (X2) tidak menunjukkan pengaruh signifikan. Nilai signifikansi untuk uji f sebesar $0,00 < 0,05$ menunjukkan bahwa variabel independen secara bersama-sama memiliki kontribusi yang kuat terhadap Kinerja Pegawai, dengan nilai koefisien determinasi (R^2) sebesar 0,875. Ini mengindikasikan bahwa 87,5% variasi Kinerja Pegawai dipengaruhi oleh Kompensasi, Kepuasan, dan Motivasi, sedangkan 12,5% sisanya dipengaruhi oleh variabel lain di luar tiga variabel tersebut.

Kata Kunci: Kompensasi, Kepuasan, Motivasi, Kinerja

ABSTRACT

Muhammad Affif. Student ID: 2061201337 The Influence of Compensation, Job Satisfaction, and Motivation on the Performance of Contractual Government Employees at the Ministry of Foreign Affairs. Supervised by Ali Chaerudin.

This study aims to analyze the influence of Compensation, Job Satisfaction, and Motivation on the Performance of Contractual Government Employees at the Ministry of Foreign Affairs. Utilizing a quantitative method with a descriptive associative approach, this research gathers data through literature review and field research. Data analysis includes quality testing, classical assumption tests, multiple linear regression, correlation tests, determination tests, t-tests, and f-tests. The results of the regression analysis show a constant value of 2.597, indicating a positive influence of the independent variables on employee performance. The t-test reveals that Compensation (X1) and Motivation (X3) significantly affect Employee Performance (Y), with t-values of 3.629 and 5.602, respectively, while Job Satisfaction (X2) does not show a significant effect. The significance value for the f-test is $0.00 < 0.05$, indicating that the independent variables collectively contribute significantly to Employee Performance, with a coefficient of determination (R^2) value of 0.875. This indicates that 87.5% of the variation in Employee Performance is influenced by Compensation, Job Satisfaction, and Motivation, while the remaining 12.5% is influenced by other variables outside of these three factors.

Keywords: Compensation, Satisfaction, Motivation, Performance