

# **PENGARUH DISIPLIN KERJA, KOMPENSASI DAN MOTIVASI TERHADAP KINERJA KARYAWAN PADA KANTOR DINAS PEMBERDAYAAN MASYARAKAT DAN DESA KABUPATEN REJANG LEBONG**

## **ABSTRAK**

Penelitian ini bertujuan untuk menguji secara empiris pengaruh Disiplin Kerja, Kompensasi dan Motivasi Terhadap Kinerja Karyawan. Analisis ini menggunakan variabel independen yaitu Disiplin Kerja, Kompensasi dan Motivasi, Variabel dependennya adalah Kinerja karyawan. Sampel penelitian ini adalah karyawan Kantor Dinas Pemberdayaan Masyarakat Dan Desa Kab. Rejang Lebong. Sampel dilakukan dengan metode Pengumpulan data dilakukan dengan kuesioner disebarluaskan ke karyawan sebanyak 42 kuesioner. Metode statistik menggunakan Analisis Regresi Linear Berganda, dengan pengujian hipotesis uji statistik t dan F. Hasil penelitian ini menunjukan bahwa Disiplin Kerja mempengaruhi Kinerja karyawan, Kompensasi mempengaruhi Kinerja karyawan, Motivasi mempengaruhi Kinerja karyawan dan terdapat pengaruh Disiplin Kerja, Kompensasi, Motivasi terhadap Kinerja karyawan melalui peran mediasi kepuasan karyawan,

**Kata Kunci:** Disiplin Kerja, Kompensasi, Motivasi dan Kinerja Karyawan.

# **EFFECT OF WORK DISCIPLINE, COMPENSATION AND MOTIVATION ON EMPLOYEE PERFORMANCE AT THE OFFICE OF COMMUNITY EMPOWERMENT AND VILLAGE, REJANG LEBONG REGENCY**

## ***ABSTRACT***

*This study aims to test empirically the effect of work discipline, compensation and motivation on employee performance. This analysis uses independent variables, namely work discipline, compensation and motivation, the dependent variable is employee performance. The sample of this research is the employees of the Office of Community and Village Empowerment, Kab. Rejang Lebong. The sample was conducted by using the data collection method. The questionnaire was distributed to employees as many as 42 questionnaires. The statistical method uses Multiple Linear Regression Analysis, with hypothesis testing t and F statistical tests. The results of this study indicate that work discipline affects employee performance, compensation affects employee performance, motivation affects employee performance and there is an influence of work discipline, compensation, motivation on employee performance through the mediating role of employee satisfaction.*

***Keywords:*** *Work Discipline, Compensation, Motivation and Employee Performance*