

**PENGARUH KOMPENSASI TERHADAP KINERJA PEGAWAI
DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING**
(*Studi Pada Perangkat Desa di Kecamatan Bandarkedungmulyo*)

ABSTRAK

By :
Jihaan Alissa Qotrunnadah
2061113

Dosen Pembimbing :
Mardi Astutik,SE.,MM

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh kompensasi terhadap kinerja pegawai dengan kepuasan kerja sebagai variabel intervening Bandarkedungmulyo. Pengumpulan data dilakukan dengan penyebaran angket. Penelitian ini menggunakan pendekatan kuantitatif dengan metode explanatory research yang dilaksanakan melalui pengumpulan data lapangan. Populasi yang diteliti yaitu Perangkat Desa di Kecamatan Bandarkedungmulyo yang berjumlah 110. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan uji validitas, uji reabilitas, uji hipotesis melalui uji t, uji analisis path, uji sobel. Penelitian ini memperoleh hasil bahwa Pengaruh kompensasi terhadap kinerja pegawai berpengaruh signifikan secara parsial antara kompensasi terhadap kinerja pegawai, terdapat pengaruh signifikan secara parsial antara kompensasi terhadap kepuasan kerja dan terdapat pengaruh signifikan secara parsial antara kepuasan kerja terhadap kinerja pegawai.

Kata Kunci : *Kompensasi, Kinerja Pegawai, Kepuasan Kerja*

THE EFFECT OF COMPENSATION ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE

(Study on Village Apparatus in Bandarkedungmulyo District)

ABSTRACT

By :
Jihaan Alissa Qotrunnadah
2061113

Advisor :
Mardi Astutik,SE.,MM

The purpose of this study was to determine the effect of compensation on employee performance with job satisfaction as an intervening variable on Village Apparatus in Bandarkedungmulyo District. Data collection was carried out by distributing questionnaires. This study uses a quantitative approach with an explanatory research method which is carried out through data collection in the field. The population studied was Village Apparatus in Bandarkedungmulyo District totaling 110. The sampling technique used a saturated sample technique. The data analysis method used validity testing, reliability testing, hypothesis testing through t-test, path analysis testing, sobel test. This study obtained the results that the effect of compensation on employee performance has a significant partial effect between compensation on employee performance, there is a significant partial effect between compensation on job satisfaction and there is a significant partial effect between job satisfaction on employee performance.

Keywords: Compensation, Employee Performance, Job Satisfaction