

ABSTRAK

Dewi Aulia Ar-Rahmatillah. 21.05.411.00142. Program Studi Psikologi, Fakultas Ilmu Sosial dan Ilmu Budaya, Universitas Trunojoyo Madura. 2025. Pengaruh Kepuasan Kerja Terhadap Kinerja pada Pegawai Komite Olahraga Nasional Indonesia (KONI) Kabupaten Bangkalan.

Penelitian ini bertujuan untuk menganalisis pengaruh kepuasan kerja terhadap kinerja pegawai Komite Olahraga Nasional Indonesia (KONI) Kabupaten Bangkalan. Fenomena yang dihadapi oleh pegawai KONI Kabupaten Bangkalan mencakup kesulitan dalam melaksanakan tugas pokok dan fungsi (tupoksi), serta pelaksanaan program kerja yang belum optimal dan tidak sesuai dengan target yang telah ditetapkan. Hasil survei juga menunjukkan adanya permasalahan dalam administrasi, seperti belum adanya analisis jabatan yang terstruktur dan kurangnya kejelasan dalam bagan struktur organisasi, serta pembagian tugas yang belum sistematis. Penelitian ini menggunakan metode kuantitatif kausal dengan teknik pengambilan sampel non-probabilitas melalui *saturation sampling*, melibatkan 77 pegawai yang merupakan pengurus dan pegawai tetap KONI Kabupaten Bangkalan. Kriteria subjek penelitian mencakup laki-laki dan perempuan berusia 18 hingga 60 tahun, pegawai tetap, serta memiliki pengalaman kerja minimal 2 tahun di KONI Kabupaten Bangkalan. Data dikumpulkan melalui kuesioner yang terdiri dari skala kepuasan kerja dan skala kinerja. Analisis data dilakukan dengan uji regresi linier sederhana, yang menunjukkan nilai probabilitas (Sig.) pada uji F sebesar $< 0,001$. Hasil tersebut mengindikasikan bahwa hipotesis penelitian ini diterima, yang artinya terdapat pengaruh signifikan antara kepuasan kerja dan kinerja pegawai. Temuan ini menunjukkan bahwa semakin tinggi kepuasan kerja pegawai, semakin tinggi pula semangat dan kemampuan mereka dalam melaksanakan tugas, yang berdampak positif pada pencapaian kinerja yang optimal.

Kata Kunci : Kepuasan Kerja, Kinerja, Pegawai, Komite Olahraga Nasional Indonesia (KONI)

ABSTRACT

Dewi Aulia Ar-Rahmatillah. 21.05.411.00142. Psychology Study Program, Faculty of Social Sciences and Humanities, Trunojoyo University Madura. 2025. The Influence of Job Satisfaction on Performance among Employees of the Indonesian National Sports Committee (KONI) in Bangkalan Regency.

This study aims to analyze the influence of job satisfaction on the performance of employees at the Indonesian National Sports Committee (KONI) in Bangkalan Regency. The phenomena faced by KONI employees in Bangkalan include difficulties in carrying out their main duties and functions (tupoksi), as well as the implementation of work programs that have not been optimal and do not meet the established targets. Survey results also indicate issues in administration, such as the absence of a structured job analysis and a lack of clarity in the organizational structure chart, along with an unsystematic division of tasks. This research employs a causal quantitative method with a non-probability sampling technique through saturation sampling, involving 77 employees who are both managers and permanent staff of KONI in Bangkalan Regency. The criteria for research subjects include males and females aged 18 to 60 years, permanent employees, and those with a minimum of 2 years of work experience at KONI in Bangkalan Regency. Data were collected through a questionnaire consisting of job satisfaction and performance scales. Data analysis was conducted using simple linear regression, which revealed a probability value (Sig.) of < 0.001 in the F-test. These results indicate that the research hypothesis is accepted, meaning there is a significant influence between job satisfaction and employee performance. The findings suggest that the higher the job satisfaction experienced by employees, the greater their enthusiasm and ability to perform their duties, which positively impacts optimal performance achievement.

Keywords: *Job Satisfaction, Performance, Employees, Indonesian National Sports Committee (KONI)*