

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, kompensasi dan disiplin baik secara simultan maupun parsial terhadap kinerja pegawai Puskesmas di Kecamatan Arosbaya . Populasi dalam penelitian ini sebanyak 225 responden dengan sampel 144 responden dengan tehnik pengambilan sampel menggunakan simple random sampling. Metode yang dipergunakan dalam penelitian menggunakan regresi linier berganda dengan menggunakan SPSS 17 for windows Berdasarkan hasil analisis regresi linier berganda maka didapatkan hasil bahwa variable motivasi(X1) berpengaruh terhadap variable kinerja pegawai Puskesmas di kecamatan Arosbaya sebesar 0.000. Untuk variable kompensasi(X2) berpengaruh terhadap variable kinerja pegawai Puskesmas di Kecamatan Arosbaya sebesar 0.030 dan variable disiplin(X3) berpengaruh terhadap variable kinerja pegawai Puskesmas di Kecamatan Arosbaya sebesar 0.000. Secara simultan hasil motivasi, kompensasi dan disiplin berpengaruh terhadap kinerja signifikannya 0.000. Ini menunjukkan bahwa variable motivasi, kompensasi dan disiplin secara bersama-sama memberikan perubahan terhadap variable kinerja pegawai Puskesmas di Kecamatan Arosbaya yang sebesar 80,4%, sedangkan sisanya sebesar 19,6% disebabkan oleh variable lain yang tidak diteliti dalam penelitian ini. Dari hasil penelitian ini diharapkan meningkatnya kinerja pegawai Puskesmas di Kecamatan Arosbaya dengan melakukan perubahan di semua aspek baik dari motivasi, kompensasi dan disiplin

Kata kunci : Motivasi, Kompensasi, disiplin dan Kinerja Pegawai

ABSTRACT

IRWAN SUGIANTO. 2015. *The Effect of Motivation, Compeston, Discipline toward Employee's Performance in Community Health Center of Arosbaya District, under the guidance of Dr.R.M. Moch. Wispandono,S.E., MS. and Dr. Muhammad AlkiromWildan, SE.,MSi.*

This research aimed to know the effect of motivation,compensation and discipline both simultan eously and partially toward the performance of the workers of Community Health Center in Arosbaya District. The population was 225 respondents with 144 sample respondents taken by using purposive sampling. The methodology was regression linear by using SPSS 17 for windows. Based on the analysis of regression linear yielded the variable of motivation (X1) affected the variable of Employee's performance in Community Health Center of Arosbaya District approximately 0.000. While the variable of compensation (X2) affected the variable of Employee's performance in Community Health Center of Arosbaya District approximately 0.031 and the variable of Discipline (X3) affected the variable of Employee's performance in Community Health Center of Arosbaya District approximately 0.000. Simultaneously, it result that Motivation, Compensation, Discipline toward Employee's Performance in Community Health Center of Arosbaya District had 0.000. Its means shows that motivation, compensation, discipline variables went along affecting the adjustment of Employee's performance in Community Health Center of Arosbaya District around 80,4%, while the rest 19,6% was caused by uninvestigated variables. From the a result can be expected increase the employee's performance Community Health Center of Arosbaya District by making changes in all aspects of both of Motivation, compensation, discipline.

Keywords: Motivation, compensation, discipline and Employee's Performance.