

ABSTRAK

Sri Supadmi, Ni Nyoman (2023), *Pengaruh Disiplin, Motivasi Dan Kompensasi Terhadap Kinerja Pegawai Negeri Sipil Di Universitas Pendidikan Ganesha*. Tesis, Magister Ilmu Manajemen, Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: *Disiplin, Motivasi, kompensasi dan Kinerja*.

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin, motivasi, dan kompensasi terhadap kinerja pegawai negeri sipil (PNS) di Universitas Pendidikan Ganesha. Sampel penelitian terdiri dari 145 responden yang dipilih menggunakan teknik purposive sampling. Data dikumpulkan melalui kuesioner yang kemudian dianalisis menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa motivasi berpengaruh positif signifikan terhadap kinerja PNS di Universitas Pendidikan Ganesha. Sedangkan untuk disiplin dan kompensasi tidak berpengaruh terhadap kinerja PNS di Universitas Pendidikan Ganesha. Oleh karena itu, disarankan agar Pimpinan Universitas Pendidikan Ganesha memberikan perhatian khusus terhadap aspek motivasi dalam meningkatkan kinerja PNS mereka. Berdasarkan temuan tersebut, rekomendasi untuk manajemen Universitas Pendidikan Ganesha adalah meningkatkan sistem disiplin dengan menguatkan aturan dan sanksi yang jelas. Selain itu, perlu diberikan perhatian lebih pada motivasi pegawai melalui pemberian penghargaan, pengakuan, dan peluang pengembangan karir. Terakhir, penting bagi manajemen untuk memastikan bahwa kompensasi yang diberikan kepada PNS sesuai dengan kontribusi mereka serta adil dan memadai.

ABSTRACT

Sri Supadmi, Ni Nyoman (2023), *The Influence of Discipline, Motivation and Compensation on the Performance of Civil Servants at the Universitas Pendidikan Ganesha*. Thesis, Master of Management Science, Postgraduate, Universitas Pendidikan Ganesha

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Key words: Discipline, Motivation, Compensation and Performance

This study aims to analyze the influence of discipline, motivation, and compensation on the performance of civil servants (PNS) at the Ganesha University of Education. The research sample consisted of 145 respondents who were selected using a purposive sampling technique. Data was collected through a questionnaire which was then analyzed using multiple linear regression. The results showed that motivation had a significant positive effect on the performance of civil servants at the Ganesha University of Education. Meanwhile, discipline and compensation have no effect on the performance of civil servants at the Ganesha University of Education. Therefore, it is suggested that the leadership of the Ganesha University of Education pay special attention to the motivational aspect in improving the performance of their civil servants. Based on these findings, the recommendation for the management of the Ganesha University of Education is to improve the disciplinary system by strengthening clear rules and sanctions. In addition, it is necessary to pay more attention to employee motivation through awarding, recognition and career development opportunities. Finally, it is important for management to ensure that compensation given to civil servants is commensurate with their contributions and is fair and adequate.