

**PENGARUH KOMPENSASI DAN MOTIVASI KERJA TERHADAP
KEPUASAN KERJA PEGAWAI PADA DINAS PEKERJAAN UMUM
DANTATA RUANG KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi dan motivasi kerja terhadap kepuasan kerja pegawai Dinas Pekerjaan Umum dan Tata Ruang Kabupaten Buleleng. Penelitian ini menguji pengaruh kompensasi terhadap kepuasan kerja, motivasi kerja terhadap kepuasan kerja, serta keduanya secara simultan terhadap kepuasan kerja. Fokus diarahkan pada sejauh mana kompensasi yang layak dan motivasi optimal dapat meningkatkan kepuasan kerja pegawai. Populasi sebanyak 113 orang dengan sampel 88 responden dipilih secara simple random sampling. Pendekatan yang digunakan adalah kuantitatif, dengan data yang dikumpulkan melalui kuesioner dan wawancara, dianalisis menggunakan regresi linier berganda dengan IBM SPSS 29.0. Uji asumsi klasik meliputi uji normalitas, multikolinearitas, dan heteroskedastisitas. Pengujian hipotesis dilakukan melalui uji t dan uji F. Hasil penelitian menunjukkan bahwa (1) kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja, (2) motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, dan (3) kompensasi dan motivasi kerja secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai.

Kata Kunci: motivasi kerja, kompensasi, kepuasan kerja

***THE EFFECT OF COMPENSATION AND WORK MOTIVATION ON
EMPLOYEE JOB SATISFACTION AT THE PUBLIC WORKS AND SPATIAL
PLANNING OFFICE OF BULELENG REGENCY***

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ABSTRACT

This study aims to analyze the effect of compensation and work motivation on the job satisfaction of employees at the Public Works and Spatial Planning Office of Buleleng Regency. The study examines the effect of compensation on job satisfaction, the effect of work motivation on job satisfaction, as well as the simultaneous effect of both variables on job satisfaction. The focus is directed toward the extent to which fair compensation and optimal motivation can enhance employee job satisfaction. The population consists of 113 employees, with 88 respondents selected through simple random sampling. A quantitative approach was applied, with data collected through questionnaires and interviews, and analyzed using multiple linear regression with IBM SPSS 29.0. Classical assumption tests include normality, multicollinearity, and heteroscedasticity tests. Hypothesis testing was conducted using the t-test and F-test. The results indicate that (1) compensation has a positive and significant effect on job satisfaction, (2) work motivation has a positive and significant effect on job satisfaction, and (3) compensation and work motivation simultaneously have a positive and significant effect on employee job satisfaction.

Keywords: work motivation, compensation, job satisfaction