

**PENGARUH BEBAN KERJA DAN KOMPETENSI TERHADAP
KEPUASAN KERJA PEGAWAI PADA BADAN KEPEGAWAIAN DAN
PENGEMBANGAN SUMBER DAYA MANUSIA (BKPSDM)
KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja dan kompetensi terhadap kepuasan kerja pegawai pada Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Buleleng. Penelitian menggunakan pendekatan kuantitatif dengan desain kausal. Data dikumpulkan melalui penyebaran kuesioner berskala Likert yang telah memenuhi uji validitas dan reliabilitas. Populasi penelitian terdiri atas seluruh pegawai Aparatur Sipil Negara (ASN) di BKPSDM Kabupaten Buleleng yang berjumlah 48 orang. Teknik pengambilan sampel menggunakan sampling jenuh, sehingga seluruh populasi dijadikan sebagai responden. Data dianalisis menggunakan uji asumsi klasik dan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa (1) beban kerja berpengaruh negatif dan signifikan terhadap kepuasan kerja, (2) kompetensi berpengaruh positif dan signifikan terhadap kepuasan kerja, dan (3) beban kerja dan kompetensi secara simultan berpengaruh signifikan terhadap kepuasan kerja. Nilai koefisien determinasi (R^2) sebesar 0,551 menunjukkan bahwa beban kerja dan kompetensi mampu menjelaskan 55,1% variasi kepuasan kerja, sedangkan 44,9% sisanya dipengaruhi oleh faktor lain di luar model penelitian. Temuan ini menunjukkan bahwa keseimbangan antara pengelolaan beban kerja dan pengembangan kompetensi memiliki peran penting dalam membentuk kepuasan kerja pegawai di BKPSDM Kabupaten Buleleng.

Kata Kunci: beban kerja, kompetensi, dan kepuasan Kerja.

**THE EFFECT OF WORKLOAD AND COMPETENCE ON EMPLOYEE JOB
SATISFACTION AT THE REGIONAL PERSONNEL AND HUMAN
RESOURCES DEVELOPMENT AGENCY OF BULELENG REGENCY**

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ABSTRACT

This study aims to analyze the influence of workload and competence on employee job satisfaction at the Regional Civil Service and Human Resources Development Agency of Buleleng Regency. A quantitative approach with a causal research design was employed. Data were collected through a Likert-scale questionnaire that had been tested for validity and reliability. The population consisted of all 48 Civil Servants (ASN) working at BKPSDM Buleleng Regency. Since the population was relatively small, a saturated sampling technique was applied, allowing all members of the population to participate as respondents. The data were analyzed using classical assumption tests and multiple linear regression analysis. The results indicate that (1) workload has a negative and significant effect on job satisfaction, (2) competence has a positive and significant effect on job satisfaction, and (3) workload and competence simultaneously have a significant effect on job satisfaction. The coefficient of determination (R^2) of 0.551 indicates that workload and competence explain 55.1% of the variance in job satisfaction, while the remaining 44.9% is explained by other factors outside the research model. These findings suggest that maintaining a balance between workload management and continuous competence development plays an important role in enhancing employee job satisfaction at BKPSDM Buleleng Regency.

Keywords: workload, competence, and job satisfaction