

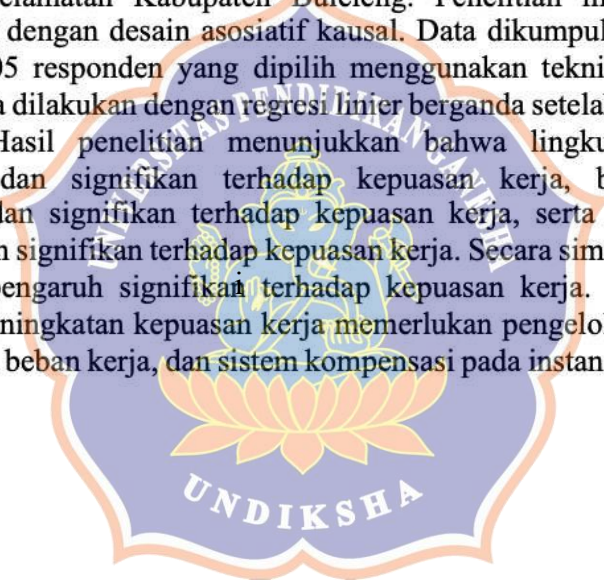
ABSTRAK

Arta, I Made Agus Suma (2026), *Determinan Lingkungan Kerja, Beban Kerja dan Kompensasi Terhadap Kepuasan Kerja Pegawai PPPK Pada Dinas Pemadam Kebakaran dan Penyelamatan Kabupaten Buleleng*. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

Tesis ini sudah disetujui dan diperiksa oleh Pembimbing I: Dr. Kadek Rai Suwena, M.Pd dan Pembimbing II: Dr. Komang Krisna Heryanda, S.E., MM.

Kata-kata kunci: lingkungan kerja, beban kerja, kompensasi, kepuasan kerja

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, beban kerja dan kompensasi terhadap kepuasan kerja pegawai PPPK Pada Dinas Pemadam Kebakaran dan Penyelamatan Kabupaten Buleleng. Penelitian menggunakan pendekatan kuantitatif dengan desain asosiatif kausal. Data dikumpulkan melalui kuesioner terhadap 105 responden yang dipilih menggunakan teknik purposive sampling. Analisis data dilakukan dengan regresi linier berganda setelah memenuhi uji asumsi klasik. Hasil penelitian menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, beban kerja berpengaruh negatif dan signifikan terhadap kepuasan kerja, serta kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja. Secara simultan, ketiga variabel tersebut berpengaruh signifikan terhadap kepuasan kerja. Temuan ini menegaskan bahwa peningkatan kepuasan kerja memerlukan pengelolaan terpadu terhadap kondisi kerja, beban kerja, dan sistem kompensasi pada instansi pelayanan publik berisiko tinggi.



ABSTRACT

Arta, I Made Agus Suma (2026), "Determinants of Work Environment, Workload, and Compensation on the Job Satisfaction of PPPK Employees at the Fire and Rescue Department of Buleleng Regency. Thesis, Management Science, Postgraduate Program, Ganesha University of Education

This thesis has been approved and reviewed by Supervisor I: Dr. Kadek Rai Suwena, S.Pd., M.Pd. and Supervisor II: Dr. Komang Krisna Heryanda, S.E., MM.

Keyword: Work Environment, Workload, Compensation, Job Satisfaction

This study aims to analyze the influence of the work environment, workload and compensation on the job satisfaction of PPPK employees at the Fire and Rescue Service of Buleleng Regency. This study examines the effect of work environment, workload, and compensation on job satisfaction of contract government employees at the Fire and Rescue Department of Buleleng Regency. The research object was employees directly involved in fire and rescue services. The objective was to analyze the partial and simultaneous influence of the work environment, workload, and compensation on job satisfaction. A quantitative causal approach was applied using survey data collected from 105 respondents selected through purposive sampling. Data were analyzed using multiple linear regression after passing classical assumption tests. The results show that the work environment has a positive and significant effect on job satisfaction, workload has a negative and significant effect on job satisfaction, and compensation has a positive and significant effect on job satisfaction. Simultaneously, the three variables significantly influence job satisfaction. These findings indicate that improving job satisfaction requires an integrated management of working conditions, balanced workload, and fair compensation systems in high-risk public service institutions.