

PENGARUH MOTIVASI KERJA DAN KOMPENSASI TERHADAP KEPUASAN KERJA PEGAWAI KANTOR PERTANAHAN KABUPATEN BULELENG

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja dan kompensasi terhadap kepuasan kerja pegawai Kantor Pertanahan Kabupaten Buleleng. Penelitian ini menggunakan rancangan kuantitatif kausal dengan populasi seluruh pegawai Kantor Pertanahan Kabupaten Buleleng. Sampel penelitian berjumlah 106 pegawai yang ditentukan menggunakan teknik sampling jenuh (sensus). Data dikumpulkan menggunakan kuesioner yang telah melalui uji validitas dan uji reliabilitas, kemudian dianalisis menggunakan regresi linear berganda dengan menggunakan program SPSS versi 26 *for Windows*. Hasil penelitian ini menunjukkan bahwa: (1) motivasi kerja berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai Kantor Pertanahan Kabupaten Buleleng, (2) kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai Kantor Pertanahan Kabupaten Buleleng, dan (3) motivasi kerja dan kompensasi secara simultan berpengaruh signifikan terhadap kepuasan kerja pegawai Kantor Pertanahan Kabupaten Buleleng. Temuan ini mengindikasikan bahwa motivasi kerja yang baik serta pemberian kompensasi yang adil dan sesuai mampu meningkatkan kepuasan kerja pegawai. Meskipun demikian, masih terdapat faktor-faktor lain di luar model penelitian yang turut memengaruhi kepuasan kerja pegawai.

Kata kunci: kantor pertanahan, kepuasan kerja, kompensasi, motivasi kerja, pegawai.

THE EFFECT OF WORK MOTIVATION AND COMPENSATION ON EMPLOYEE JOB SATISFACTION AT BULELENG REGIONAL OFFICE OF NATIONAL LAND AGENCY

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ABSTRACT

This study aims to determine the effect of work motivation and compensation on employee job satisfaction at the Land Office of Buleleng Regency. This study uses a quantitative causal design with the population consisting of all employees at the Land Office of Buleleng Regency. The sample consisted of 106 employees selected using the saturated sampling (census) technique. Data were collected using questionnaires that had passed validity and reliability tests, then analyzed using multiple linear regression with the SPSS version 26 for Windows program. The results of this study indicate that: (1) work motivation has a positive and significant effect on employee job satisfaction at the Land Office of Buleleng Regency, (2) compensation has a positive and significant effect on employee job satisfaction at the Land Office of Buleleng Regency, and (3) work motivation and compensation simultaneously have a significant effect on employee job satisfaction at the Land Office of Buleleng Regency. These findings indicate that good work motivation and fair and appropriate compensation can improve employee job satisfaction. However, there are still other factors outside the research model that also influence employee job satisfaction.

Keywords: *Buleleng Regency Land Office, Compensation, Employees, Job Satisfaction, Work Motivation.*