

**PENGARUH KOMPETENSI DAN KOMPENSASI
TERHADAP KEPUASAN KERJA PEGAWAI
KONTRAK DINAS PERHUBUNGAN
KABUPATEN BULELENG**

Oleh

Pande Ni Ketut Santi, NIM 1717041189

Jurusan Manajemen

ABSTRAK

Penelitian ini dilakukan guna melihat pengaruhnya kompetensi serta kompensasi terhadap kepuasan kerjanya pegawai kontrak Dinas Perhubungan Kabupaten Buleleng. Peneliti di sini mempergunakan penelitian kuantitatif kausal, dengan subjek pegawai kontrak Dinas Perhubungan Kabupaten Buleleng serta objeknya sendiri yakni kompetensi, kompensasi dan kepuasan kerja. Populasi yang dipergunakan yakni semua pegawai kontrak Dinas Perhubungan Kabupaten Buleleng. Data dikumpulkan melalui kuisisioner dan observasi dengan teknik analisis regresi liner berganda. Hasil penelitian menunjukkan: (1) kompetensi dan kompensasi memiliki pengaruh yang signifikan terhadap kepuasan kerja pegawai kontrak Dinas Perhubungan Kabupaten Buleleng. (2) Kompetensi memiliki pengaruh signifikan terhadap kepuasan kerja pegawai kontrak Dinas Perhubungan Kabupaten Buleleng. (3) Kompensasi memiliki pengaruh positif dan signifikan terhadap kepuasan kerja pegawai kontrak Dinas Perhubungan Kabupaten Buleleng

Kata Kunci: Kompetensi, Kompensasi, Kepuasan Kerja.

**THE INFLUENCE OF COMPETENCY AND
COMPENSATION ON JOB SATISFACTION OF
TRANSPORTATION SERVICES CONTRACT
EMPLOYEES
BULELENG DISTRICT**

By

Pande Ni Ketut Santi, NIM 1717041189

Management Major.

ABSTRACT

This research was conducted to determine the effect of competence and compensation on job satisfaction of contract employees at the Buleleng Transportation Agency. The research design used is quantitative causal. The subjects in this study were contract employees of the Buleleng Regency Transportation Service and the objects in this study were competence, compensation and job satisfaction. The population in this study were all contract employees of the Buleleng Regency Transportation Service. Data were collected by means of questionnaires and observations. The data analysis technique used is multiple linear regression analysis. The results showed that: (1) competence and compensation have a significant effect on job satisfaction of contract employees at the Buleleng Regency Transportation Service, (2) competence has a positive and significant effect on job satisfaction of contract employees at the Buleleng Regency Transportation Service and (3) compensation has a positive and significant effect on job satisfaction of contract employees of Buleleng Regency Transportation Agency.

Keywords: *competence, compensation, job satisfaction*