

ABSTRAK

PENGARUH KOMPENSASI DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI BADAN PENDAPATAN DAERAH (BAPENDA) KABUPATEN CIAMIS

Ghea Sekar Pebiana

Sumber daya manusia merupakan aset utama dalam organisasi karena kualitas dan kinerja pegawai sangat menentukan keberhasilan pencapaian tujuan organisasi. Kinerja pegawai yang rendah dapat menghambat efektivitas kerja serta menurunkan kualitas pelayanan yang diberikan. Kondisi di instansi penelitian menunjukkan bahwa masih terdapat permasalahan terkait sistem kompensasi yang belum optimal serta motivasi kerja pegawai yang cenderung rendah, sehingga berdampak pada kinerja pegawai. Berdasarkan fenomena tersebut, penelitian ini bertujuan untuk mengetahui gambaran kondisi kompensasi, motivasi kerja, dan kinerja pegawai, serta menganalisis pengaruh kompensasi dan motivasi kerja baik secara parsial maupun simultan terhadap kinerja pegawai. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif dan verifikatif. Populasi dalam penelitian ini adalah seluruh pegawai yang berjumlah 46 orang, dengan teknik pengambilan sampel menggunakan sampel jenuh. Pengumpulan data dilakukan melalui penyebaran kuesioner yang telah diuji validitas dan reliabilitasnya. Data dianalisis menggunakan analisis deskriptif serta analisis verifikatif melalui uji regresi linear berganda, uji korelasi, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa kondisi kompensasi, motivasi kerja, dan kinerja pegawai berada pada kategori tidak baik berdasarkan garis kontinum. Secara parsial, kompensasi berpengaruh positif dan signifikan terhadap kinerja pegawai, demikian pula motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan, kompensasi dan motivasi kerja memberikan pengaruh yang signifikan terhadap kinerja pegawai. Temuan ini menegaskan bahwa peningkatan sistem kompensasi yang adil dan transparan serta penguatan motivasi kerja sangat diperlukan untuk meningkatkan kinerja pegawai dan mendukung pencapaian tujuan organisasi.

Kata Kunci: Kompensasi, Kinerja Pegawai, Motivasi Kerja

ABSTRACT

THE EFFECT OF COMPENSATION AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT THE REGIONAL REVENUE AGENCY (BAPENDA) OF CIAMIS REGENCY

Ghea Sekar Pebiana

Human resources are a vital asset in an organization, as the quality and performance of employees play a crucial role in achieving organizational goals. Low employee performance can hinder work effectiveness and reduce the quality of services provided. The conditions in the research institution indicate that there are still issues related to an ineffective compensation system and relatively low work motivation, which in turn affect employee performance. Based on these conditions, this study aims to describe the conditions of compensation, work motivation, and employee performance, as well as to analyze the effect of compensation and work motivation both partially and simultaneously on employee performance. This research employs a quantitative approach using descriptive and associative methods. The population of this study consists of all 46 employees, with a saturated sampling technique applied. Data were collected through questionnaires that had been tested for validity and reliability. The data were analyzed using descriptive analysis and associative analysis through multiple linear regression, correlation analysis, and coefficient of determination. The results indicate that compensation, work motivation, and employee performance are categorized as poor based on the continuum line. Partially, compensation has a positive and significant effect on employee performance, and work motivation also has a positive and significant effect on employee performance. Simultaneously, compensation and work motivation have a significant influence on employee performance. These findings emphasize the importance of improving a fair and transparent compensation system and strengthening work motivation to enhance employee performance and support the achievement of organizational objectives.

Keywords: Compensation, Employee Performance, Work Motivation