

## **ABSTRACT**

*This objective of this research is to examine the influence of competency, motivation and compensation to the performance in the Sub-District Ciputat Timur. The research is causality using survey approach. Data was collected by distributing questionnaires to all employee servants who employee performance in the East Ciputat Subdistrict as 40 people. Methods of data analysis using descriptive statistical analysis, classic assumption testing, validity and reliability testing and hypothesis testing by multiple regression analysis techniques were processed using by SPSS for Windows programs. Based on the results of testing the coefficient of determination resulted in adjusted R-Square of 0,839 or 83,9%, demonstrating the influence of variable competency, motivation, compensation and work environment to the employee performance, where as 16,1 % are affected by other factors not examined in this research variables or other factors that have not been studied in this study such as work culture, incentives, leadership style, etc. These results showed that: (1) Simultaneously, competency, motivation and compensation to the performance have a effect to the performance in the East Ciputat Subdistrict; and (2) Partially, competency, motivation and compensation to the performance have a effect to the performance in the East Ciputat Subdistrict.*

*Keyword: Competency, Motivation, Compensation, Employee Performance East Ciputat Subdistrict*

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Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi, motivasi dan kompensasi terhadap kinerja pegawai Kecamatan Ciputat Timur. Penelitian ini merupakan penelitian kausalitas dengan menggunakan pendekatan survey. Pengumpulan data dilakukan dengan menyebarkan kuesioner kepada pegawai PNS Kecamatan Ciputat Timur sebanyak 40 orang. Metode analisis data menggunakan analisis statistik deskriptif, pengujian asumsi klasik, pengujian validitas dan reliabilitas data serta pengujian hipotesis dengan teknik analisis regresi linear yang diolah menggunakan program SPSS for Windows. Berdasarkan hasil pengujian koefisien determinasi menghasilkan nilai *adjusted R Square* sebesar 0,839 atau 83,9%, hal ini menunjukkan pengaruh variabel kompetensi, motivasi dan kompensasi terhadap kinerja pegawai, sedangkan sisanya 16,1 % dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini, seperti budaya kerja, insentif, gaya kepemimpinan. Hasil penelitian ini menunjukkan bahwa : (1) Secara simultan kompetensi, motivasi dan kompensasi berpengaruh terhadap kinerja pegawai Kecamatan Ciputat Timur. Dan (2) Secara parsial kompetensi, motivasi dan kompensasi juga berpengaruh terhadap kinerja pegawai Kecamatan Ciputat Timur.

Kata kunci: Kompetensi, Motivasi, Kompensasi, Kinerja Pegawai, Kecamatan Ciputat Timur



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