ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi, motivasi kerja, dan pengembangan karir terhadap kinerja pegawai. Populasi dalam penelitian ini adalah berjumlah 50 pegawai Kantor Kecamatan Sepatan Timur. Sampel yang digunakan adalah seluruh jumlah populasi yaitu sebanyak 50 pegawai. Metode penarikan sampel menggunakan sampling jenuh (sensus). Metode pengumpulan data menggunakan metode survei dan observasi, dengan instrument penelitian kuesioner. Metode analisis data menggunakan *Partial Least Square*. Berdasarkan hasil penelitian menunjukan bahwa variabel motivasi kerja memiliki pengaruh paling dominan terhadap kinerja pegawai. Diikuti dengan kompensasi dan pengembangan karir. Uji t menunjukan kompensasi, motivasi kerja, dan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai Kantor Kecamatan Sepatan Timur.

Kata kunci: Kompensasi, Motivasi Kerja, Pengembangan Karir, Kinerja Pegawai, Pegawai.

ABSTRACT

This study aims to analyze the influence of compensation, work motivation, and career development on employee performance. It has a population of 50 office employees of the kecamatan sepatan timur office. The sample used is the total population which is as many as 50 employees. Sampling methods using saturation sampling (census). Data is collected by usings surveys and observation with questionnaire research instruments. Data is analyzed by using Partial Least Square (PLS). Based on the research result, it shows that the variable of work motivation has the most dominant influence on employee performance. It is followed by compensation and career development. The t-test shows that compensation, work motivation, and career development have a positive and significant effect on employee performance of the kecamatan sepatan timur office.

Keywords: compensation, work motivation, career development, employee performance, employee

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