

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Beban Kerja dan Kompensasi Pegawai terhadap Kinerja Pegawai dimediasi oleh Kepuasan Kerja di Puskesmas Kecamatan Kembangan Jakarta Barat. Jumlah populasi sebanyak 62 pegawai dan menggunakan sampel jenuh sebanyak 62 pegawai Puskesmas Kecamatan Kembangan. Metode pengumpulan data menggunakan metode survei menggunakan kuesioner. Analisis data menggunakan *Structural Equation Model - Partial Least Square*. Hasil penelitian menunjukkan bahwa Beban Kerja tidak berpengaruh signifikan terhadap Kinerja Pegawai. Beban Kerja berpengaruh negatif dan signifikan terhadap Kepuasan Kerja. Kompensasi Pegawai tidak berpengaruh terhadap Kinerja Pegawai. Kompensasi Pegawai berpengaruh positif dan signifikan terhadap Kepuasan Kerja. Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Beban Kerja mampu mempengaruhi Kinerja Pegawai melalui Kepuasan Kerja. Kompensasi Pegawai mampu mempengaruhi Kinerja Pegawai melalui Kepuasan Kerja.

Kata Kunci: Beban Kerja, Kompensasi Pegawai, Kepuasan Kerja, Kinerja Pegawai

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ABSTRACT

This study aims to determine The Effect of Workload and Employee Compensation on Employee Performance Mediated by Work Satisfaction at Puskesmas, Kembangan District, West Jakarta. With a population of 62 employees and using a sample of 62 employees of the Kembangan District Health Center. The data collection method uses a survey method using a questionnaire. Data analysis uses Structural Equation Model - Partial Least Square. The research results show that workload does not have a significant effect on employee performance. Workload has a negative and significant effect on Job Satisfaction. Employee Compensation has no effect on Employee Performance. Employee Compensation has a positive and significant effect on Job Satisfaction. Job satisfaction has a positive and significant effect on employee performance. Workload can influence employee performance through job satisfaction. Employee Compensation can influence employee performance through job satisfaction.

Keywords: Workload, Employee Compensation, Work Satisfaction, Employee Performance



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