

**“PENGARUH KOMPENSASI DAN DISIPLIN KERJA TERHADAP
KINERJA PEGAWAI
(Studi Pada Pegawai Non PNS Puskesmas Mayangan Jogoroto)”**

ABSTRAK

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Tujuan penelitian ini adalah untuk menjelaskan pengaruh variabel kompensasi dan disiplin kerja terhadap kinerja pegawai non pns Puskesmas Mayangan Jogoroto. Pengumpulan data dilakukan dengan penyebaran angket, wawancara, observasi, dan dokumentasi. Jenis penelitian verifikatif dengan menggunakan pendekatan kuantitatif serta menggunakan metode explanatory research yang dilaksanakan melalui pengumpulan data dilapangan. Populasi yang dipergunakan yaitu pegawai non pns (bidan dan perawat) Puskesmas Mayangan Jogoroto yang berjumlah 30 pegawai. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis melalui uji t dan uji koefisien determinasi (R^2) dengan bantuan SPSS versi 25. Berdasarkan hasil penelitian menunjukkan bahwa: 1. Kompensasi mampu meningkatkan kinerja pegawai non pns Puskesmas Mayangan Jogoroto, 2. Disiplin kerja mampu meningkatkan kinerja pegawai non pns Puskesmas Mayangan Jogoroto.

Kata Kunci : Kompensasi, Disiplin Kerja, Kinerja Pegawai

**"THE EFFECT OF COMPENSATION AND WORK DISCIPLINE ON
EMPLOYEE PERFORMANCE
(Study on Non-PNS Employees of Puskesmas Mayangan Jogoroto)"**

ABSTRACT

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The purpose of this study is to explain the influence of compensation variables and work discipline on the performance of non-civil servants of the Mayangan Jogoroto Health Center. Data collection was carried out by disseminating questionnaires, interviews, observations, and documentation. This type of verifiable research by using a quantitative approach and using explanatory research methods carried out through data collection in the field. The population used is non-civil servants (midwives and nurses) of the Mayangan Jogoroto Health Center, which amounts to 30 employees. The sampling technique uses the saturated sample technique. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis test through t test and coefficient of determination test (R^2) with the help of SPSS version 25. Based on the results of the study showed that:

1. Compensation is able to improve the performance of non-civil servants of the Mayangan Jogoroto Health Center, 2. Work discipline is able to improve the performance of non-civil servants of the Mayangan Jogoroto Health Center.

Keywords : Compensation, Work Discipline, Employee Performance