

ABSTRAK

(RTS SAFITRI / 2100861201122 / 2026 / PENGARUH KEPEMIMPINAN, KOMPENSASI, DAN KEPUASAN KERJA TERHADAP KINERJA PEGAWAI DINAS PENGENDALIAN PENDUDUK DAN KELUARGA BERENCANA KOTA JAMBI / DOSEN I UBAIDILLAH, SE, MM / DOSEN II RASDI, S. PD, MM.)

Kepemimpinan, kompensasi, dan kepuasan kerja memiliki peranan penting dalam meningkatkan kinerja pegawai. Tujuan penelitian ini adalah untuk mendeskripsikan kondisi kepemimpinan, kompensasi, dan kepuasan kerja, serta menganalisis pengaruhnya secara simultan dan parsial terhadap kinerja pegawai di Dinas Pengendalian Penduduk dan Keluarga Berencana Kota Jambi.

Metode penelitian yang digunakan adalah deskriptif kuantitatif. Pengumpulan data dilakukan melalui penyebaran kuesioner kepada seluruh pegawai ASN di tahun 2024 sebanyak 70 orang. Analisis data menggunakan SPSS versi 23 dengan model regresi linear berganda, yang dinyatakan dalam persamaan:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e,$$

di mana Y = kinerja, X1 = kepemimpinan, X2 = kompensasi, dan X3 = kepuasan kerja.

Model regresi yang diperoleh adalah: $Y = 1,832 + 0,402X_1 + 0,367X_2 + 0,411X_3 + e$.

Koefisien regresi kepemimpinan sebesar 0,402, kompensasi sebesar 0,367, dan kepuasan kerja sebesar 0,411. Koefisien determinasi (R Square) mencapai 0,865, yang berarti 86,5% variasi kinerja dapat dijelaskan oleh ketiga variabel, sementara sisanya dipengaruhi faktor lain di luar model penelitian.

Hasil penelitian menunjukkan bahwa kepemimpinan, kompensasi, dan kepuasan kerja pegawai dinilai dalam kategori baik hingga tinggi, begitu pula kinerja pegawai juga tergolong tinggi. Namun, secara simultan maupun parsial, ketiga variabel tersebut tidak berpengaruh signifikan terhadap kinerja pegawai. Hal ini menunjukkan bahwa faktor-faktor selain kepemimpinan, kompensasi, dan kepuasan kerja mungkin lebih dominan memengaruhi kinerja pada pegawai di Dinas Pengendalian Penduduk dan Keluarga Berencana Kota Jambi.

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

ABSTRACT

(RTS SAFITRI / 2100861201122 / 2026 / THE INFLUENCE OF LEADERSHIP, COMPENSATION, AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT THE POPULATION CONTROL AND FAMILY PLANNING AGENCY OF JAMBI CITY / LECTURER I UBAIDILLAH, SE, MM / LECTURER II RASDI, S. PD, MM.)

Leadership, compensation, and job satisfaction play crucial roles in determining employee performance. The purpose of this study is to describe the condition of leadership, compensation, and job satisfaction, as well as to analyze their simultaneous and partial effects on the performance of employees at the Population Control and Family Planning Agency of Jambi City.

This research applies a descriptive and quantitative approach. Data were collected using questionnaires distributed to all employees of the agency, amounting to 70 civil servants in 2024. Data analysis employs SPSS version 23, utilizing a multiple linear regression model to determine the influence of each variable on performance, referenced in the following regression equation:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e,$$

where Y = performance, X_1 = leadership, X_2 = compensation, X_3 = job satisfaction.

The results show the regression model as follows:

$$Y = 1.832 + 0.402X_1 + 0.367X_2 + 0.411X_3 + e.$$

The regression coefficients indicate that leadership (X_1) has a coefficient of 0.402, compensation (X_2) of 0.367, and job satisfaction (X_3) of 0.411. The coefficient of determination (R Square) is 0.865, which means that 86.5% of the variance in employee performance can be explained by leadership, compensation, and job satisfaction, while the remaining 13.5% is explained by other factors outside the research model.

The results of the study indicate that employee leadership, well-being, and job satisfaction were measured in the good to high category, and employee performance was also high. However, neither simultaneously nor partially, these three variables significantly influenced employee performance. This suggests that factors other than leadership, funding, and job satisfaction may be more dominant in influencing employee performance at the Jambi City Population Control and Family Planning Office.

Keywords: Leadership, Compensation, Job Satisfaction, Employee Performance