

ABSTRAK

PENGARUH KEPEMIMPINAN, KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI DINAS KESEHATAN KABUPATEN KARANGANYAR

Tujuan dari penelitian ini untuk mengetahui pengaruh Kepemimpinan, Kompensasi dan Lingkungan kerja Terhadap Kinerja Pegawai Di Dinas kesehatan Kabupaten Karanganyar. Penelitian ini menggunakan metode kuesioner terhadap 54 orang pegawai Dinas Kesehatan Kabupaten Karanganyar. Teknik metode analisis dalam penelitian ini terdiri dari pengujian instrumen yang terdiri dari uji validitas dan uji reliabilitas, uji asumsi klasik, regresi linier berganda, uji t, uji F, dan R^2 . Hasil uji t menunjukkan bahwa Kepemimpinan, Kompensasi dan Lingkungan Kerja berpengaruh signifikan terhadap Kinerja Pegawai Dinas Kesehatan Kabupaten Karanganyar. Hasil uji F menunjukkan terdapat pengaruh yang signifikan antara Kepemimpinan, Kompensasi dan Lingkungan Kerja secara serempak terhadap Kinerja Pegawai Dinas Kesehatan Kabupaten Karanganyar. Hasil uji Adjusted R Square diketahui bahwa Kepemimpinan, Kompensasi dan Lingkungan Kerja mampu menjelaskan sebesar 87,6% terhadap Kinerja Pegawai Dinas Kesehatan Kabupaten Karanganyar, sedangkan sisanya 12,4% dipengaruhi faktor lain yang tidak diteliti.

Kata Kunci: Kinerja Pegawai, Kepemimpinan, Kompensasi dan Lingkungan Kerja

ABSTRACT

THE EFFECT OF LEADERSHIP, COMPENSATION AND WORK ENVIRONMENT TO EMPLOYEE PERFORMANCE OF HEALTH SERVICES OF KARANGANYAR REGENCY

The purpose of this study was to determine the effect of Leadership, Compensation and Work Environment on Employee Performance in the Karanganyar District Health Office. This research used a questionnaire method for 54 Karanganyar District Health Office employees. The analysis method in this research consisted of testing instruments consisting of validity and reliability tests, classic assumption tests, multiple linear regression, t test, F, and R². The t test results showed that Leadership, Compensation and the Work Environment had a significant effect on the Performance of the Karanganyar District Health Service Employees. F test results show there is a significant influence between Leadership, Compensation and Work Environment simultaneously on the Performance of the Karanganyar District Health Office Employees. The Adjusted R Square test results found that Leadership, Compensation and the Work Environment were able to explain 87.6% of the Karanganyar District Health Service Employee Performance, while the remaining 12.4% were influenced by other factors not examined.

Keywords: Employee Performance, Leadership, Compensation and Work Environment