

ABSTRAK

RAEHAN. 2025. *Pengaruh Disiplin Kerja Dan Kompensasi Terhadap Kinerja Pegawai Kantor Bupati Gowa*. Skripsi. Jurusan Manajemen Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Makassar. Dibimbing Oleh : Muhammad Najib Kasim Dan Syarifuddin Sulaiman.

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja dan kompensasi terhadap kinerja pegawai pada Kantor Bupati Gowa. Fenomena yang melatarbelakangi penelitian ini adalah masih adanya pegawai yang menunjukkan tingkat disiplin rendah, seperti keterlambatan hadir dan ketidaksesuaian dalam menjalankan prosedur kerja, serta munculnya ketidakpuasan terhadap sistem kompensasi yang dianggap belum sebanding dengan beban kerja yang diterima. Metode penelitian yang digunakan adalah kuantitatif dengan metode analisis regresi linear berganda. Populasi dalam penelitian ini berjumlah 787 pegawai, dan berdasarkan perhitungan menggunakan rumus Slovin dengan tingkat kesalahan 10%, diperoleh sampel sebanyak 89 responden. Data dikumpulkan melalui penyebaran kuesioner yang terdiri dari variabel disiplin kerja, kompensasi, dan kinerja pegawai. Hasil penelitian menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, yang berarti semakin tinggi tingkat kedisiplinan, maka semakin baik pula kinerja yang ditampilkan. Kompensasi juga berpengaruh positif dan signifikan terhadap kinerja pegawai, di mana sistem kompensasi yang adil dan sesuai dapat meningkatkan motivasi kerja pegawai. Berdasarkan hasil tersebut, disarankan untuk terus menegakkan aturan kedisiplinan serta meninjau kembali sistem kompensasi agar lebih proporsional dan mampu memotivasi pegawai dalam meningkatkan kinerja.

Kata Kunci : Disiplin Kerja, Kompensasi, Kinerja Pegawai

ABSTRACT

RAEHAN. 2025. *The Effect of Work Discipline and Compensation on Employee Performance at the Gowa Regent's Office*. Thesis. Department of Management, Faculty of Economics and Business, Muhammadiyah University of Makassar. Supervised by: Muhammad Najib Kasim and Syarifuddin Sulaiman.

This study aims to determine the effect of work discipline and compensation on employee performance at the Gowa Regent's Office. The underlying phenomenon of this research is the persistence of employees who exhibit low levels of discipline, such as late arrivals and non-compliance with work procedures, as well as dissatisfaction with the compensation system, which is perceived as not commensurate with the workload. The research method used was quantitative with multiple linear regression analysis. The population in this study was 787 employees, and based on calculations using the Slovin formula with a 10% error rate, a sample of 89 respondents was obtained. Data were collected through a questionnaire consisting of variables of work discipline, compensation, and employee performance. The results showed that work discipline had a positive and significant effect on employee performance, meaning that the higher the level of discipline, the better the performance displayed. Compensation also has a positive and significant impact on employee performance, where a fair and appropriate compensation system can increase employee motivation. Based on these results, it is recommended to continue enforcing disciplinary rules and review the compensation system to make it more proportional and able to motivate employees to improve performance.

Keywords: Work Discipline, Compensation, Employee Performance