

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Pengawasan, Kompensasi dan Etos kerja terhadap Efektivitas kerja. Teknik pengumpulan data yang digunakan dalam penelitian yang dilakukan adalah Kuesioner atau Angket, Observasi dengan sampel 62 responden Pegawai Dinas Perumahan, Kawasan permukiman dan Lingkungan Hidup Kabupaten Solok Selatan. Metode analisis menggunakan metode analisis berganda.

Hasil ini pada Dinas Perumahan Kawasan Permukiman dan Lingkungan Hidup Kabupaten Solok Selatan diperoleh hasil penelitian yaitu terdapat pengaruh signifikan Pengawasan terhadap Efektivitas Kerja Pegawai, terdapat pengaruh tidak signifikan Kompensasi terhadap Efektivitas Kerja, terdapat pengaruh signifikan Etos Kerja terhadap Efektivitas Kerja, dan terdapat pengaruh signifikan Pengawasan, Kompensasi dan etos kerja secara bersama-sama atau simultan terhadap Efektivitas Kerja Pegawai. Akhirnya, Dari hasil penelitian diatas agar Efektivitas Kerja meningkat di sarankan kepada pihak manajemen Dinas Perumahan, Kawasan Permukiman dan Lingkungan Hidup Kabupaten Solok Selatan mampu meningkatkan Pengawasan, Kompensasi dan Etos Kerja melalui masing-masing indikatornya.

Kata kunci: Pengawasan, Kompensasi, Etos Kerja, Efektivitas Kerja

ABSTRACT

This study aims to determine how big the influence of supervision, compensation and work ethic on work effectiveness. The data collection technique used in the research conducted was a questionnaire or questionnaire. Observations with a sample of 62 respondents were employees of the Housing, Settlement and Environmental Offices of South Solok Regency. The analytical method uses multiple analysis methods.

These results were obtained from the Department of Housing, Settlement Areas and the Environment of South Solok Regency, the results of the study, namely that there was a significant influence of Supervision on Employee Work Effectiveness, there is no significant effect of Compensation on Work Effectiveness, there is a significant effect of Work Ethics on Work Effectiveness, and there is a significant effect of Supervision, Compensation and work ethic together or simultaneously on Employee Work Effectiveness. Finally, from the results of the research above, so that work effectiveness increases, it is recommended that the management of the Department of Housing, Residential Areas and the Environment of South Solok Regency be able to improve supervision, compensation and work ethic through each of the indicators.

Keywords: Supervision, Compensation, Work Ethic, Work Effectiveness