ABSTRACT

This study aims to examine how big the influence of competence, motivation and compensation on the performance of employees of the Regional Finance Agency of Dharmasraya Regency. The method of collecting data is through surveys and distributing questionnaires, with a sample of 70 respondents. The analytical method used is multiple regression analysis using SPSS.

The results showed that the partial t-test of competence, work motivation and compensation had a significant effect on employee performance. The results of the F test simultaneously that competence, work motivation and compensation have a positive and significant effect on employee performance.

The contribution of the independent variables of Competence, Work Motivation and Compensation to the dependent variable of Employee Performance is 80.1%. While the remaining 19.9% is influenced by other variables outside of this study.

Keywords: Competence, Work Motivation, Compensation and Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Kompetensi, Motivasi Dan Kompensasi Terhadap Kinerja Pegawai Badan Keuangan DaerahKabupaten Dharmasraya.Metode pengumpulan data melalui survei dan mengedarkan kuisioner, dengan sampel 70 responden.Metode analisis yang digunakan adalah analisis regresi berganda menggunakan SPSS.

Hasil penelitian didapat kanuji t secara persial kompetensi, motivasi kerja dan kompensasiberpengaruh signifikan terhadap kinerja pegawai. Hasil uji F secara simultan kompetensi, motivasi kerja dan kompensasi berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kontibusi sumbangan variabel *independen*Kompetensi, Motivasi Kerja dan Kompensasiterhadap variabel *dependen*Kinerja Pegawaiadalah sebesar 80,1%. Sedangkan sisanya adalah sebesar 19,9% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci :Kompetensi, Motivasi Kerja, Kompensasi danKinerja Pegawai