

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan disiplin terhadap kinerja pegawai melalui motivasi kerja sebagai variabel intervening pada Dinas Tanaman Pangan Hortikultura dan Peternakan. Metode yang digunakan adalah analisis regresi linier berganda dan analisis jalur. dengan mengedarkan kuesioner sebanyak 70 responden.

Hasil diperoleh bahwa terdapat pengaruh positif dan signifikan kompensasi terhadap motivasi kerja pada Dinas Tanaman Pangan Hortikultura dan Peternakan. Terdapat pengaruh positif dan signifikan disiplin terhadap motivasi kerja pada Dinas Tanaman Pangan Hortikultura dan Peternakan. Terdapat pengaruh positif dan signifikan kompensasi terhadap kinerja pegawai pada Dinas Tanaman Pangan Hortikultura dan Peternakan. Terdapat pengaruh positif dan signifikan disiplin terhadap kinerja pegawai pada Dinas Tanaman Pangan Hortikultura dan Peternakan. Terdapat pengaruh positif dan signifikan motivasi kerja terhadap kinerja pegawai pada Dinas Tanaman Pangan Hortikultura dan Peternakan. Motivasi kerja memediasi pengaruh kompensasi terhadap kinerja pegawai pada Dinas Tanaman Pangan Hortikultura dan Peternakan. Motivasi kerja memediasi pengaruh disiplin terhadap kinerja pegawai pada Dinas Tanaman Pangan Hortikultura dan Peternakan.

Akhirnya penulis menyarankan kepada Dinas Tanaman Pangan Hortikultura dan Peternakan untuk lebih meningkatkan kompensasi, disiplin, motivasi kerja sehingga diharapkan kinerja pegawai meningkat.

**Kata Kunci : Kompensasi, Disiplin, Motivasi Kerja dan Kinerja Pegawai**

## **ABSTRACT**

*This study aims to determine the effect of compensation and discipline on employee performance through work motivation as an intervening variable at the Department of Horticulture and Animal Husbandry. The method used is multiple linear regression analysis and path analysis. by distributing a questionnaire of 70 respondents.*

*The results obtained that there is a positive and significant effect of compensation on work motivation at the Department of Horticulture and Animal Husbandry. There is a positive and significant influence of discipline on work motivation at the Department of Food Crops, Horticulture and Animal Husbandry. There is a positive and significant effect of compensation on employee performance at the Department of Food Crops, Horticulture and Animal Husbandry. There is a positive and significant influence of discipline on the performance of employees at the Department of Food Crops, Horticulture and Animal Husbandry. There is a positive and significant effect of work motivation on employee performance at the Department of Horticulture and Animal Husbandry. Work motivation mediates the effect of compensation on employee performance at the Department of Food Crops, Horticulture and Animal Husbandry. Work motivation mediates the effect of discipline on employee performance at the Department of Horticulture and Animal Husbandry.*

*Finally, the authors suggest to the Department of Horticultural Food Crops and Animal Husbandry to further increase compensation, discipline, work motivation so that employee performance is expected to increase.*

**Keywords: Compensation, Discipline, Work Motivation and Employee Performance**