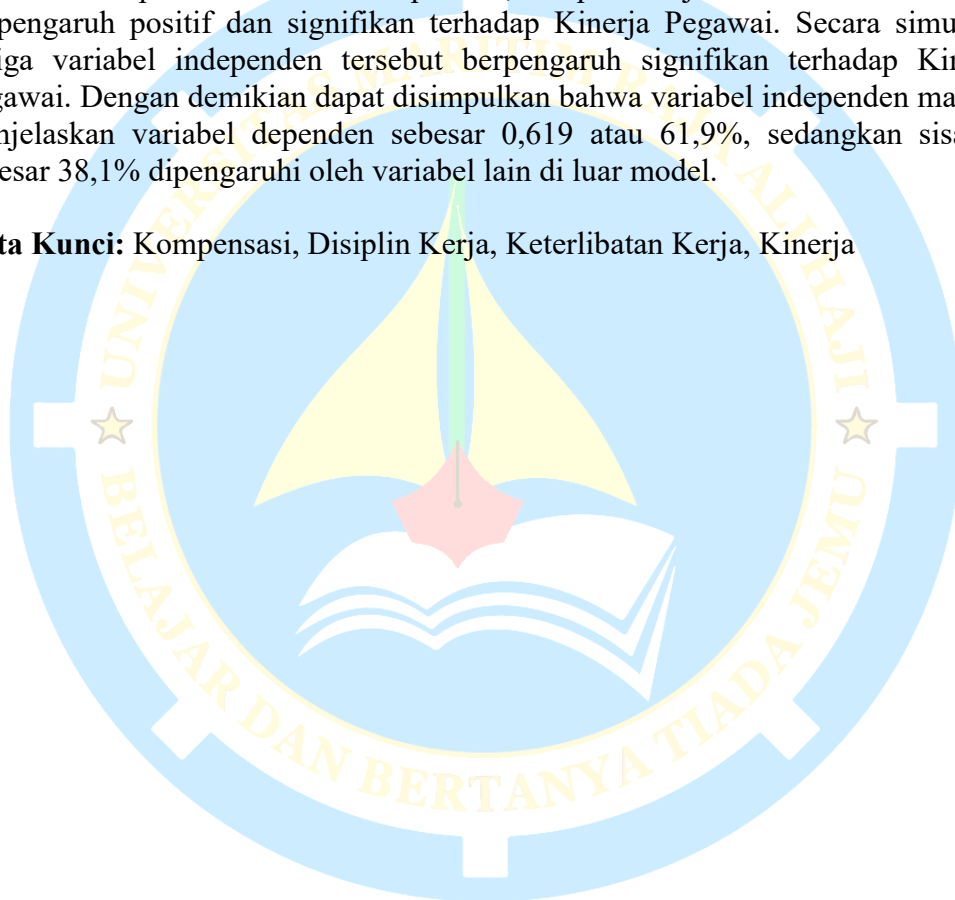


ABSTRAK

Penelitian ini bertujuan untuk mengetahui Analisis Kompensasi, Disiplin Kerja dan Keterlibatan Kerja Terhadap Kinerja Pegawai Bagian Teknik di Perusahaan Umum Daerah Air Minum Tirta Kepri Tanjungpinang. Penelitian ini merupakan penelitian kuantitatif dengan menggunakan data primer yang diperoleh dengan menyebarkan kuesioner kepada 38 responden yang merupakan seluruh populasi pegawai bagian teknik di perusahaan tersebut, sehingga menggunakan teknik sampling jenuh. Analisis data dilakukan dengan bantuan perangkat lunak IBM SPSS versi 30 melalui serangkaian uji seperti uji kualitas data, uji asumsi klasik, regresi linier berganda, uji-t, uji-F, dan koefisien determinasi (R^2). Hasil penelitian menunjukkan bahwa secara parsial variabel Kompensasi, Disiplin Kerja dan Keterlibatan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Secara simultan, ketiga variabel independen tersebut berpengaruh signifikan terhadap Kinerja Pegawai. Dengan demikian dapat disimpulkan bahwa variabel independen mampu menjelaskan variabel dependen sebesar 0,619 atau 61,9%, sedangkan sisanya sebesar 38,1% dipengaruhi oleh variabel lain di luar model.

Kata Kunci: Kompensasi, Disiplin Kerja, Keterlibatan Kerja, Kinerja



ABSTRACT

This study aims to determine the Analysis of Compensation, Work Discipline and Work Involvement on the Performance of Engineering Employees at the Regional Public Water Company Tirta Kepri Tanjungpinang. This study is a quantitative study using primary data obtained by distributing questionnaires to 38 respondents who are the entire population of engineering employees in the company, thus using a saturated sampling technique. Data analysis was carried out with the help of IBM SPSS software version 30 through a series of tests such as data quality tests, classical assumption tests, multiple linear regression, t-tests, F-tests, and coefficients of determination (R^2). The results of the study indicate that partially the variables of Compensation, Work Discipline and Work Involvement have a positive and significant effect on Employee Performance. Simultaneously, the three independent variables have a significant effect on Employee Performance. Thus, it can be concluded that the independent variables are able to explain the dependent variable by 0.619 or 61.9%, while the remaining 38.1% is influenced by other variables outside the model.

Keywords: *Compensation, Work Discipline, Work Involvement, Performance*

