

## ABSTRAK

**Widya Safrianti M, 2021.** Pengaruh Kepuasan Kerja Dan Karakteristik Pekerjaan Terhadap Kinerja Pegawai Pada Dinas Pertanian Provinsi Maluku Utara. KetuaKomisi: Adnan Rajak, AnggotaKomisi: Ruslan A. Kamis.

Tujuan penelitian ini adalah: (1) Mengetahui dan menganalisis pengaruh kepuasan kerja terhadap Kinerja Pegawai pada Dinas Pertanian Provinsi Maluku Utara. (2) Mengetahui dan menganalisis pengaruh Karakteristik pekerjaan terhadap Kinerja Pegawai pada Dinas Pertanian Provinsi Maluku Utara. (3) Mengetahui dan menganalisis pengaruh Kepuasan Kerja dan Karakteristik pekerjaan terhadap Kinerja Pegawai pada Dinas Pertanian Provinsi Maluku Utara. Jumlah sampel penelitian adalah sebanyak 68 orang pegawai. Alat uji yang digunakan adalah analisis regresi linear berganda (multiple regression) dengan menggunakan *statistical package for social scientists (SPSS)* sebagai alat uji statistik. Hasil penelitian menunjukkan bahwa: (1) Kepuasan kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai di Dinas Pertanian Provinsi Maluku Utara. Artinya, kepuasan kerja mampu meningkatkan atau memberikan kontribusi positif terhadap kinerja pegawai; (2) Karakteristik pekerjaan berpengaruh positif dan signifikan terhadap Kinerja Pegawai di Dinas Pertanian Provinsi Maluku Utara. Artinya, Karakteristik pekerjaan mampu meningkatkan atau memberikan kontribusi positif terhadap kinerja pegawai; dan (3) Kepuasan kerja dan Karakteristik pekerjaan secara simultan berpengaruh positif dan signifikan terhadap Kinerja Pegawai di Dinas Pertanian Provinsi Maluku Utara. Artinya, akumulasi kepuasan kerja dan Karakteristik pekerjaan bersinergi meningkatkan atau memberikan kontribusi positif terhadap kinerja pegawai.

**Kata Kunci:** Kepuasan Kerja, Karakteristik pekerjaan, dan Kinerja Pegawai.

## **ABSTRACT**

**Widya Safrianti M, 2021.** *The Effect of Job Satisfaction and Job Characteristics on the Performance of Civil Servants at the Agriculture Office of North Maluku Province. Chairman of the Commission: Adnan Rajak, Member of the Commission: Ruslan A. Kamis.*

*The objectives of this study are: ((1) Knowing and analyzing the effect of job satisfaction on the Performance of Civil Servants at the North Maluku Provincial Agriculture Service. (2) Knowing and analyzing the influence of job characteristics on the Performance of Civil Servants at the North Maluku Provincial Agriculture Service. (3) Knowing and analyzing The effect of Job Satisfaction and Job Characteristics on the Performance of Civil Servants rrmance at the North Maluku Provincial Agricultural Service. The number of research samples was 68 of Civil Servants. The test tool used is multiple linear regression analysis using the statistical package for social scientists (SPSS) as a tool. Statistical test The results of the study show that: (1) Job satisfaction has a positive and significant effect on the Performance of Civil Servants at the Agriculture Office of North Maluku Province, meaning that job satisfaction is able to increase or make a positive contribution to on the Performance of Civil Servants; (2) Job characteristics have a positive and significant effect. Fikan to the Performance of Civil Servants in the North Maluku Provincial Agriculture Office. That is, job characteristics can improve or make a positive contribution to the Performance of Civil Servants; and (3) Job satisfaction and job characteristics simultaneously have a positive and significant effect on the Performance of Civil Servants at the Agriculture Office of North Maluku Province. That is, the accumulated job satisfaction and job characteristics work together to improve or make a positive contribution to on the Performance of Civil Servants.*

*Keywords: Job Satisfaction, Job Characteristics, and Performance of Civil Servants.*