

## **ABSTRAK**

**Nadia Assagaf. NPM 02041811153, Jurusan Manajemen Sumber Daya Manusia (MSDM) Fakultas Ekonomi dan Bisnis Universitas Khairun “Unkhair”. Judul Penelitian “Pengaruh Motivasi Kerja, Kompensasi dan Disiplin Kerja Terhadap Kinerja Pegawai (Studi Pada Kantor Pertanian Kota Ternate)” di bawah bimbingan Ibu Nurlaila dan Ibu Ikrima.**

Penelitian ini bertujuan untuk menguji pengaruh motivasi kerja, kompensasi dan disiplin kerja terhadap kinerja pegawai kantor pertanian kota ternate. penentuan sampel menggunakan teknik purposive sampling yaitu pengambilan sampel berdasarkan seleksi khusus. Penelitian ini memperoleh sampel sebanyak 98 pegawai Kantor Dinas Pertanian Kota Ternate sesuai dengan penentuan sampel penelitian. Jenis dan sumber data yang digunakan dalam penelitian ini adalah jenis data kuantitatif dan data primer. Penelitian ini menggunakan analisis regresi linear berganda untuk menguji pengaruh signifikan pada variabel independen terhadap variabel dependen. Yang dilakukan uji validitas dan reliabilitas untuk mengetahui data yang akurat lalu dengan uji asumsi klasik.

Hasil penelitian ini menunjukkan bahwa, variabel motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, variabel kompensasi berpengaruh positif dan signifikan terhadap kinerja pegawai, variabel disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dan variabel motivasi kerja, kompensasi dan disiplin kerja secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja pegawai.

**Kata kunci : *Motivasi Kerja, Kompensasi, Disiplin Kerja, Kinerja Pegawai.***

## **ABSTRACT**

***Nadia Assagaf. NPM 02041811153, Department of Human Resource Management (MSDM) Faculty of Economics and Business Khairun University "Unkhair". The title of the study was "The Influence of Work Motivation, Compensation and Work Discipline on Employee Performance" under the guidance of Mrs. Nurlaila and Mrs. Ikrima.***

*This study aims to examine the effect of work motivation, compensation and work discipline on the performance of Ternate City Agricultural Office employees. Determination of the sample using purposive sampling technique, namely sampling based on special selection. This study obtained a sample of 98 employees of the Ternate City Agriculture Office in accordance with the determination of the research sample. The types and sources of data used in this study are quantitative data and primary data. This study uses multiple linear regression analysis to test the significant effect of the independent variable on the dependent variable. The validity and reliability tests were carried out to find out the accurate data and then tested the classical assumptions.*

*The results of this study indicate that the work motivation variable has a positive and significant effect on employee performance, the compensation variable has a positive and significant effect on employee performance, the work discipline variable has a positive and significant effect on employee performance and motivation, compensation and work discipline variables together. positive and significant effect on employee performance.*

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