

Abstrak

Suryani Abdullah, 2024. Pengaruh Kompetensi dan Disiplin Terhadap Kinerja Pegawai di Mediasi Kepuasan Kerja Pada Badan Penanggulangan Bencana Alam Kota Tidore Kepulauan. Ketua Komisi: **Rahmat Sabuhari**, Anggota Komisi: **Fadhli M. Ahadar**.

Salah satu aset terpenting dalam suatu organisasi maupun perusahaan adalah sumber daya manusia yang nantinya akan menjadi tenaga kerja pada suatu instansi. Hal ini dikarenakan perannya sebagai subjek pelaksana kebijakan dan kegiatan operasional suatu organisasi dan perusahaan. Semakin baik kinerja tenaga kerja yang dimiliki dapat memberikan hasil yang optimal bagi sebuah organisasi maupun perusahaan. Agar mendapatkan kinerja yang optimal, diperlukan adanya pengelolaan yang baik agar tenaga kerja pada suatu organisasi ini merasa nyaman dalam melaksanakan tanggung jawab dan mendapatkan hasil yang maksimal. Mengingat pentingnya kinerja pegawai agar dapat mencapai tujuan instansi tempat kerja secara optimal, mendorong peneliti untuk mengkaji lebih mendalam secara akademik tentang pengaruh variabel kompetensi dan disiplin pegawai terhadap kinerja pegawai melalui kepuasan kerja di BPBD Kota Tidore Kepulauan. Hipotesis 1 menyatakan bahwa kompetensi berpengaruh positif dan signifikan terhadap kinerja hipotesis 1 diterima. Hipotesis 2 menyatakan disiplin berpengaruh positif dan signifikan terhadap kinerja sehingga hipotesis 2 diterima. Hipotesis 3 kompetensi berpengaruh positif dan signifikan terhadap kepuasan kerja sehingga hipotesis 3 diterima. Hipotesis 4 disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja sehingga hipotesis 4 diterima. Hipotesis 5 kepuasan kerja tidak mempengaruhi kinerja pegawai sehingga hipotesis 5 ditolak. Hipotesis 6 kompetensi tidak berpengaruh secara signifikan terhadap kinerja jika dimediasi oleh kepuasan kerja sehingga hipotesis 6 ditolak. Hipotesis 7 disiplin kerja tidak berpengaruh secara signifikan terhadap kinerja jika dimediasi oleh kepuasan kerja sehingga hipotesis 7 ditolak.

Kata kunci: kompetensi, disiplin, kepuasan kerja, kinerja

ABSTRACT

Suryani Abdullah, 2024. The Influence of Competence and Discipline on Employee Performance Mediated by Job Satisfaction at the Natural Disaster Management Agency of Tidore Kepulauan City. Chief Commission: **Rahmat Sabuhari**, Commission member: **Fadhli M. Ahadar**.

One of the most important assets in an organization or company is its human resources, as they are responsible for implementing policies and operational activities. The better the performance of the workforce, the more optimal the results for the organization or company. To achieve optimal performance, good management is essential so that employees feel comfortable in carrying out their responsibilities and can achieve maximum results. Recognizing the importance of employee performance in achieving organizational goals, this study examines the influence of employee competency and discipline on employee performance through job satisfaction at the Natural Disaster Management Agency (BPBD) of Tidore Islands City. Hypothesis 1 states that competency has a positive and significant effect on performance, and it is accepted. Hypothesis 2 states that discipline has a positive and significant effect on performance, and it is accepted. Hypothesis 3 posits that competency has a positive and significant effect on job satisfaction, and it is accepted. Hypothesis 4 claims that work discipline has a positive and significant effect on job satisfaction, and it is accepted. However, Hypothesis 5, which states that job satisfaction affects employee performance, is rejected. Hypothesis 6, suggesting that competence does not significantly affect performance if mediated by job satisfaction, is also rejected. Lastly, Hypothesis 7, which proposes that work discipline does not significantly affect performance if mediated by job satisfaction, is rejected.

Keywords: *Competence, Discipline, Job Satisfaction, Performance*

