

ABSTRAK

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Program Studi : Manajemen
Judul : Pengaruh Manajemen Sarana Prasarana, Etos Kerja Dan
Kompensasi Terhadap Kinerja Karyawan Puskesmas Juli
Kecamatan Juli Kabupaten Bireun

Tujuan penelitian ini adalah untuk menganalisis pengaruh manajemen sarana prasarana, etos kerja, dan kompensasi terhadap kinerja karyawan Puskesmas Juli Kecamatan Juli Kabupaten Bireun. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan survei, di mana data dikumpulkan melalui kuesioner dan dianalisis menggunakan analisis SEM PLS dengan bantuan aplikasi Smart PLS. Hasil analisis mengungkapkan bahwa manajemen sarana prasarana berpengaruh positif dan signifikan terhadap kinerja karyawan, etos kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Temuan tersebut mengindikasikan bahwa manajemen sarana prasarana, etos kerja dan kompensasi merupakan faktor yang dapat meningkatkan kinerja karyawan baik dalam menghadapi tantangan pekerjaan dan menyelesaikan suatu pekerjaan.

Kata Kunci: Manajemen Sarana Prasarana, Etos Kerja, Kompensasi, Kinerja Karyawan.

ABSTRACT

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Study Program : Management
Title : *The Influence of Facilities and Infrastructure Management, Work Ethic, and Compensation on the Performance of Employees at Juli Public Health Center Juli Subdistrict Bireuen Regency*

The objective of this study is to analyze the influence of facility and infrastructure management, work ethic, and compensation on the performance of employees at the Juli Community Health Center, Juli Sub-district, Bireun Regency. The research method used is a quantitative approach with a survey, in which data were collected through questionnaires and analyzed using Structural Equation Modeling Partial Least Squares (SEM-PLS) with the help of the SmartPLS application. The results of the analysis revealed that facility and infrastructure management has a positive and significant effect on employee performance, work ethic has a positive and significant effect on employee performance, and compensation also has a positive and significant effect on employee performance. These findings indicate that facility and infrastructure management, work ethic, and compensation are factors that can enhance employee performance, both in facing work-related challenges and in completing tasks.

Keywords: Facilities and Infrastructure Management, Work Ethic, Compensation, Employee Performance.