

ABSTRAK

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Kepuasan Kerja Pegawai Pada Kantor Bupati Kabupaten Aceh
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Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja, disiplin kerja, dan kompensasi terhadap kepuasan kerja pegawai pada Kantor Bupati Kabupaten Aceh Utara. Metode penelitian yang digunakan adalah kuantitatif dengan teknik pengumpulan data melalui kuesioner. Sampel ditentukan dengan metode sampling jenuh, yaitu seluruh populasi sebanyak 60 pegawai dijadikan responden. Analisis data menggunakan regresi linier berganda dengan bantuan IBM SPSS Statistics 25. Hasil penelitian menunjukkan bahwa beban kerja berpengaruh negatif dan signifikan terhadap kepuasan kerja, disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, sedangkan kompensasi berpengaruh positif namun tidak signifikan. Secara simultan, beban kerja, disiplin kerja, dan kompensasi berpengaruh signifikan terhadap kepuasan kerja pegawai. Nilai koefisien determinasi (R^2) sebesar 59,3% menjelaskan bahwa variasi kepuasan kerja dipengaruhi oleh ketiga variabel tersebut, sementara 40,7% dipengaruhi oleh faktor lain di luar penelitian ini. Penelitian ini menegaskan pentingnya manajemen beban kerja, peningkatan disiplin, serta pemberian kompensasi yang tepat guna mendorong kepuasan kerja pegawai.

Kata Kunci: Beban Kerja, Disiplin Kerja, Kompensasi, Kepuasan Kerja

ABSTRACT

Name : Mira Agustina
Study Program : Management
Tittle : *The Influence of Workload, Work Discipline, and Compensation on Employee Job Satisfaction at the Regent Office of North Aceh Regency*

This study aims to analyze the influence of workload, work discipline, and compensation on employee job satisfaction at the Regent Office of North Aceh Regency. The research method employed is quantitative, with data collected through questionnaires. The sample was determined using a saturated sampling method, in which the entire population of 60 employees was taken as respondents. Data analysis was conducted using multiple linear regression with the assistance of IBM SPSS Statistics 25. The results show that workload has a negative and significant effect on job satisfaction, work discipline has a positive and significant effect on job satisfaction, while compensation has a positive but not significant effect. Simultaneously, workload, work discipline, and compensation have a significant effect on employee job satisfaction. The coefficient of determination (R^2) of 59.3% indicates that variations in job satisfaction are explained by these three variables, while the remaining 40.7% is influenced by other factors outside this study. This research emphasizes the importance of workload management, improvement of work discipline, and the provision of appropriate compensation to foster employee job satisfaction.

Keywords: *Workload, Work Discipline, Compensation, Job Satisfaction.*