

## ABSTRAK

Nurhamidah. 2022. Skripsi. **Pengaruh Kompensasi, Komunikasi, dan Semangat Kerja Terhadap Kinerja Pegawai Pada Kantor Kecamatan Besuk Kabupaten Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan di Kantor Kecamatan Besuk Kabupaten Probolinggo dengan tujuan untuk mengetahui pengaruh kompensasi, komunikasi, dan semangat kerja, terhadap kinerja pegawai pada Kantor Kecamatan Besuk Kabupaten Probolinggo, dan untuk mengetahui variabel yang berpengaruh dominan antara kompensasi, komunikasi, dan semangat kerja terhadap kinerja pegawai pada Kantor Kecamatan Besuk Kabupaten Probolinggo.

Jenis penelitian yang dilakukan adalah metode kuantitatif dengan pendekatan asosiatif. Populasi yang dipilih adalah pegawai Kantor Kecamatan Besuk Kabupaten Probolinggo yang berjumlah 34 pegawai terdiri dari 23 PNS dan 11 honorer non PNS. Pengambilan sampel dilakukan dengan menggunakan teknik sampling jenuh. Metode analisis data yang digunakan meliputi, uji validitas dan reliabilitas, uji asumsi klasik (uji normalitas, uji multikolonieritas, uji heteroskedastisitas, uji autokorelasi), analisis regresi berganda, koefisien determinasi, uji (t), uji (f), dan uji dominan.

Berdasarkan hasil pengujian diperoleh  $t_{hitung} > t_{tabel}$  yaitu sebesar  $4,398 > 2,039$  dan tingkat probabilitasnya  $0,000 < 0,05$  maka  $H_0$  ditolak, hal ini berarti kompensasi berpengaruh signifikan terhadap kinerja pegawai ( $H_a$  diterima). Hasil komunikasi terhadap kinerja pegawai  $t_{hitung} > t_{tabel}$  yaitu sebesar  $2,374 > 2,039$  dan tingkat probabilitasnya  $0,000 < 0,05$  maka  $H_0$  ditolak, hal ini berarti komunikasi berpengaruh signifikan terhadap kinerja pegawai ( $H_a$  diterima). Sedangkan hasil semangat kerja terhadap kinerja pegawai  $t_{hitung} > t_{tabel}$  yaitu sebesar  $3,257 > 2,039$  dan tingkat probabilitasnya  $0,000 < 0,05$  maka  $H_0$  ditolak, hal ini berarti semangat kerja berpengaruh signifikan terhadap kinerja pegawai ( $H_a$  diterima). Pengaruh dominan variabel bebas yaitu kompensasi dengan nilai *Standardized Coefficient Beta* ( $\beta$ ) =  $0,563 >$  semangat kerja dengan nilai =  $0,413 >$  komunikasi dengan nilai =  $0,170$ . Dengan demikian, hipotesis ketiga yang ditetapkan terbukti yaitu variabel kompensasi yang berpengaruh dominan terhadap kinerja pegawai pada Kantor Kecamatan Besuk Kabupaten Probolinggo.

**Kata Kunci:** Kompensasi, Komunikasi, Semangat Kerja, Kinerja Pegawai

## **ABSTRACT**

*Nurhamidah. 2022. Thesis. **The Influence of Compensation, Communication, and Work Spirit On Employee Performance At Besuk District Office of Probolinggo Regency.** Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo.*

*The research was conducted at Besuk District Office of Probolinggo Regency with the aim of knowing the effect of the compensation, communication, and work spirit, on employee performance of employee at Besuk District Office of Probolinggo Regency and to find out which variables have a more dominant influence between compensation, communication and work spirit on employee performance at Besuk District Office of Probolinggo Regency.*

*The type of research conducted is a quantitative method with associative approach., The selected population are employees of Besuk District Office of Probolinggo Regency, totaling 34 employees consist of 23 civil servant and 11 honorary employees. Sampling was done by using saturated sampling technique. The data analysis methods used include validity and reliability tests, classical assumption test (normality test, multicollinearity test, heteroscedasticity test, autocorrelation test), multiple regression analysis, coefficient of determination, (t) test, (f) test, and dominant test.*

*Based on the test results obtained  $t_{count} > t_{table}$  that is equal to  $4,398 > 2,039$  and the probability level is  $0,000 < 0,05$  then  $H_0$  is rejected, this means that compensation has a significant effect on employee performance ( $H_a$  accepted). Communication result on employee performance  $t_{count} > t_{table}$  that is equal to  $2,374 > 2,039$  and the probability level is  $0,000 < 0,05$  then  $H_0$  is rejected, this means that communication has a significant effect on employee performance ( $H_a$  accepted). And result of work spirit on employee performance  $t_{count} > t_{table}$  that is equal to  $3,257 > 2,039$  and the probability level is  $0,000 < 0,05$  then  $H_0$  is rejected, this means that work spirit has a significant effect on employee performance ( $H_a$  accepted). The dominant influence of the independent variables is compensation with a value of Standardized Coefficient Beta ( $\beta$ ) =  $0,563 >$  work spirit with a value =  $0,413 >$  communication with a value =  $0,170$ . Thus, the third hypothesis that has been established is proven, namely compensation variable that have a dominant influence on employee performance at Besuk District Office of Probolinggo Regency*

**Keywords :** *Compensation, Communication, Work Spirit, Employee Performance*