

ABSTRAK

PENGARUH LINGKUNGAN KERJA, KOMPENSASI, DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI DENGAN DIMEDIASI OLEH KEPUASAN KERJA

Studi pada Kanwil Kemenkumham DIY

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh secara langsung lingkungan kerja terhadap kinerja pegawai, (2) pengaruh secara langsung kompensasi terhadap kinerja pegawai, (3) pengaruh secara langsung disiplin kerja terhadap kinerja pegawai, (4) pengaruh lingkungan kerja terhadap kinerja pegawai dengan dimediasi oleh kepuasan kerja, (5) pengaruh kompensasi terhadap kinerja pegawai dengan dimediasi oleh kepuasan kerja, dan (6) pengaruh disiplin kerja terhadap kinerja pegawai dengan dimediasi oleh kepuasan kerja. Teknik pengambilan sampel menggunakan *accidental sampling*. Populasi dari penelitian ini adalah pegawai di Kanwil Kemenkumham DIY yaitu sejumlah 214 pegawai. Data diperoleh dengan cara membagikan kuesioner tentang lingkungan kerja, kompensasi, disiplin kerja, kepuasan kerja, dan kinerja pegawai kepada 50 responden. Analisis data menggunakan *Partial Least Square* dan pengolahan data menggunakan *software Smart PLS 4*. Hasil penelitian menunjukkan bahwa: (1) lingkungan kerja secara langsung berpengaruh positif terhadap kinerja pegawai, (2) kompensasi secara langsung tidak berpengaruh terhadap kinerja pegawai, (3) disiplin kerja secara langsung tidak berpengaruh terhadap kinerja pegawai, (4) lingkungan kerja tidak berpengaruh terhadap kinerja pegawai dengan dimediasi oleh kepuasan kerja (*direct-only nonmediation*), (5) kompensasi tidak berpengaruh terhadap kinerja pegawai dengan dimediasi oleh kepuasan kerja (*no-effect nonmediation*), dan (6) disiplin kerja berpengaruh positif terhadap kinerja pegawai dengan dimediasi oleh kepuasan kerja (*indirect-only full mediation*).

Kata Kunci: lingkungan kerja, kompensasi, disiplin kerja, kepuasan kerja, kinerja pegawai.

ABSTRACT

**THE EFFECT OF WORK ENVIRONMENT, COMPENSATION, AND
WORK DISCIPLINE ON EMPLOYEE PERFORMANCE MEDIATED BY
JOB SATISFACTION**

Study at the DIY Regional Office of The Ministry of Law and Human Rights

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This study aims to determine: (1) the direct effect of the work environment on employee performance, (2) the direct effect of compensation on employee performance, (3) the direct effect of work discipline on employee performance, (4) the effect of the work environment on employee performance mediated by job satisfaction, (5) the effect of compensation on employee performance mediated by job satisfaction, and (6) the effect of work discipline on employee performance mediated by job satisfaction. The sampling technique uses accidental sampling. The population of this study are employees at the DIY Regional Office of The Ministry of Law and Human Rights, namely a total of 214 employees. Data was obtained by distributing questionnaires about work environment, compensation, work discipline, job satisfaction and employee performance to 50 respondents. Data analysis uses Partial Least Square and data processing uses Smart PLS 4 software. The results show that: (1) the work environment has a direct positive effect on employee performance, (2) compensation does not directly affect employee performance, (3) work discipline does not directly affect employee performance, (4) work environment has no effect on employee performance mediated by job satisfaction (direct-only non-mediation), (5) compensation has no effect on employee performance mediated by job satisfaction (no-effect non-mediation), and (6) work discipline has a positive effect on employee performance mediated by job satisfaction (indirect-only full mediation).

Keywords: work environment, compensation, work discipline, job satisfaction, employee performance