

ABSTRAK

**PENGARUH MOTIVASI, KOMPETENSI, DAN LINGKUNGAN KERJA
TERHADAP KINERJA MELALUI KEPUASAN KERJA PADA
PEGAWAI PUSKESMAS CAMPLONG
KABUPATEN KUPANG**

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh secara langsung motivasi terhadap kinerja pegawai Puskesmas Camplong, (2) pengaruh secara langsung kompetensi terhadap kinerja pegawai Puskesmas Camplong, (3) pengaruh secara langsung lingkungan kerja terhadap kinerja pegawai Puskesmas Camplong, (4) pengaruh secara langsung kepuasan kerja terhadap kinerja Pegawai Puskesmas Camplong, (5) pengaruh motivasi terhadap kinerja pegawai Puskesmas Camplong dengan dimediasi oleh kepuasan kerja, (6) pengaruh kompetensi terhadap kinerja pegawai Puskesmas Camplong dengan dimediasi oleh kepuasan kerja, (7) pengaruh lingkungan kerja terhadap kinerja pegawai Puskesmas Camplong dengan dimediasi oleh kepuasan kerja. Teknik pengambilan sampel menggunakan sampel jenuh (*saturated sampling*). Populasi dalam penelitian ini adalah pegawai Puskesmas Camplong dengan jumlah sampel sebanyak 81 pegawai. Data diperoleh dengan cara membagikan kuesioner mengenai motivasi, kompetensi, lingkungan kerja, kinerja pegawai Puskesmas Camplong dan kepuasan kerja kepada 81 responden. Analisis data menggunakan *Partial Least Square* dan pengolahan data menggunakan *software Smart PLS 4*. Hasil penelitian ini menunjukkan bahwa : (1) motivasi secara langsung tidak berpengaruh terhadap kinerja pegawai Puskesmas Camplong, (2) kompetensi secara langsung berpengaruh terhadap kinerja pegawai Puskesmas Camplong, (3) lingkungan kerja secara langsung tidak berpengaruh terhadap kinerja pegawai Puskesmas Camplong, (4) Kepuasa kerja secara langsung tidak berpengaruh terhadap kinerja pegawai Puskesmas Camplong, (5) motivasi tidak berpengaruh terhadap kinerja pegawai Puskesmas Camplong dengan dimediasi oleh kepuasan kerja, (6) kompetensi tidak berpengaruh terhadap kinerja pegawai Puskesmas Camplong dengan dimediasi oleh kepuasan kerja, (7) lingkungan kerja tidak berpengaruh terhadap kinerja pegawai Puskesmas Camplong dengan dimediasi oleh kepuasan kerja.

Kata kunci : Motivasi, Kompetensi, Lingkungan Kerja, Kinerja, Kepuasan Kerja

ABSTRACT

THE EFFECT OF MOTIVATION, COMPETENCE, AND WORK ENVIRONMENT ON PERFORMANCE THROUGH JOB SATISFACTION ON EMPLOYEES OF CAMPLONG COMMUNITY HEALTH CENTER IN KUPANG REGENCY

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This research aims to find out: (1) the direct influence of motivation on the performance of Camplong community Health Center employees, (2) the direct influence of competence on the performance of Camplong Health Center employees, (3) the direct influence of the work environment on the performance of Camplong Health Center employees, (4) the direct influence of job satisfaction on the performance of Camplong Health Center employees, (5) the influence of motivation on the performance of Camplong Health Center employees mediated by job satisfaction, (6) the influence of competence on the performance of Camplong Health Center employees mediated by job satisfaction, (7) the influence of the work environment on the performance of Camplong Health Center employees mediated by job satisfaction. The sampling technique used saturated sampling. The population in this study were Camplong Health Center employees with a sample size of 81 employees. Data were obtained by distributing questionnaires used Google Form regarding motivation, competence, work environment, Camplong Health Center employee performance and job satisfaction to 81 respondents. Data analysis used Partial Least Square and data processing using Smart PLS 4 software. The results of this study indicate that: (1) motivation does not directly affect the performance of Camplong Health Center employees, (2) competence directly affects the performance of Camplong Health Center employees, (3) the work environment does not directly affect the performance of Camplong Health Center employees, (4) Job satisfaction directly does not affect the performance of Camplong Health Center employees, (5) motivation does not affect the performance of Camplong Health Center employees mediated by job satisfaction, (6) competence does not affect the performance of Camplong Health Center employees mediated by job satisfaction, (7) the work environment does not affect the performance of Camplong Health Center employees mediated by job satisfaction.

Keywords: Motivation, Competence, Work Environment, Employee Performance, Job Satisfaction.