

ABSTRAK

Dinas Pertanian Kabupaten Bondowoso memiliki fungsi sangat strategis dalam mendorong pengembangan sektor pertanian yang menjadi tulang punggung roda perekonomian Kabupaten Bondowoso. Oleh karena itu performa kinerja aparatur sangat vital bagi capaian kinerja organisasi Dinas Pertanian secara keseluruhan.

Penelitian ini bertujuan untuk mengetahui pengaruh langsung dan tidak langsung Kepemimpinan, Kompensasi, Lingkungan Kerja terhadap Kinerja Pegawai melalui Kepuasan Kerja pada Pegawai Struktural Dinas Pertanian Kabupaten Bondowoso. Penelitian ini merupakan penelitian kuantitatif. Instrumen pengumpulan data menggunakan kuesioner yang disebarakan kepada 81 orang responden. Uji Instrumen Penelitian menggunakan SPSS versi 16 dan Analisis data menggunakan SEM-PLS dengan WarpPLS 6.0.

Berdasarkan hasil penelitian diperoleh fakta empiris berupa: (1) Kepemimpinan berpengaruh positif dan signifikan terhadap Kepuasan Kerja; (2) Kompensasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja; (3) Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kepuasan Kerja; (4) Kepemimpinan berpengaruh dan positif signifikan terhadap Kinerja Pegawai; (5) Kompensasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai; (6) Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai; (7) Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai; (8) Kepemimpinan berpengaruh tidak langsung positif dan signifikan terhadap Kinerja Pegawai melalui Kepuasan Kerja; (9) Kompensasi berpengaruh tidak langsung positif dan signifikan terhadap Kinerja Pegawai melalui Kepuasan Kerja; (10) Lingkungan Kerja berpengaruh tidak langsung positif dan signifikan terhadap Kinerja Pegawai melalui Kepuasan Kerja. Nilai R^2 variabel Kinerja Pegawai adalah 0,60 artinya Kinerja Pegawai sebesar 60% dapat dijelaskan oleh variabel Kepemimpinan, Kompensasi, Lingkungan Kerja dan Kepuasan Kerja. Oleh karena itu Dinas Pertanian Kabupaten Bondowoso perlu memperhatikan keempat variabel tersebut karena memiliki peran signifikan untuk meningkatkan Kinerja Pegawai.

Kata Kunci : Kepemimpinan, Kompensasi, Lingkungan Kerja, Kepuasan Kerja, Kinerja Pegawai.

ABSTRACT

The Agriculture Ministry of Bondowoso Regency has a very strategic function in encouraging the development of the agricultural sector which is the backbone of the economy of Bondowoso Regency. Therefore the performance of the apparatus is very vital for the overall performance of the Department of Agriculture's organization.

The purpose of this research is to determine the direct and indirect effects of Leadership, Compensation, and Work Environment on Employee Performance through Job Satisfaction in Structural Employees of the Agriculture Office of Bondowoso Regency. This research is a quantitative research. Data collection instruments used a questionnaire distributed to 81 respondents. The research instrument test uses SPSS version 16 and data analysis uses SEM-PLS with WarpPLS 6.0.

Based on the research results obtained empirical facts such as: (1) Leadership has a positive and significant effect on Job Satisfaction; (2) Compensation has positive and significant effect on Job Satisfaction; (3) The Work Environment has a positive and significant effect on Job Satisfaction; (4) Leadership has a significant and positive effect on Employee Performance; (5) Compensation has positive and significant effect on employee performance; (6) The Work Environment has a positive and significant effect on Employee Performance; (7) Job Satisfaction has a positive and significant effect on employee performance; (8) Leadership has a positive and significant indirect effect on Employee Performance through Job Satisfaction; (9) Compensation has a positive and significant indirect effect on Employee Performance through Job Satisfaction; and (10) The Work Environment has a positive and significant indirect effect on Employee Performance through Job Satisfaction. R^2 value of Employee Performance variable is 0.60, which means that Employee Performance of 60% can be explained by the variables of Leadership, Compensation, Work Environment and Job Satisfaction. Therefore, The Agriculture Ministry of Bondowoso Regency needs to pay attention to these four variables because its have a significant role to improve employee performance.

Keywords: Leadership, Compensation, Work Environment, Job Satisfaction, Employee Performance.