

## ABSTRAK

Penelitian ini dilaksanakan di Kantor Dinas Tenaga Kerja dan Transmigrasi Provinsi Sumatera Selatan. Tujuan penelitian ini untuk mengetahui pengaruh kompensasi dan motivasi kerja terhadap kinerja pegawai pada Kantor Dinas Tenaga Kerja dan Transmigrasi Provinsi Sumatera Selatan. Penelitian ini dilatarbelakangi oleh fenomena adanya pemberian kompensasi berupa Tunjangan Penghasilan Pegawai (TPP) sudah diberikan dengan baik, namun upah yang diterima tidak sebanding dengan beban kerja pegawai.

Metode yang digunakan yaitu metode kuantitatif, dengan teknik pengumpulan data berupa kuesioner. Penelitian ini menggunakan sampel sebanyak 47 responden dari populasi berjumlah 188 pegawai yang diambil menggunakan teknik *purposive sampling* dengan rumus *slovin* dan diolah dengan SPSS 21.

Hasil penelitian menunjukkan bahwa Kompensasi ( $X_1$ ) dan Motivasi Kerja ( $X_2$ ) berpengaruh positif dan signifikan terhadap kinerja pegawai Pada Kantor Dinas Tenaga Kerja dan Transmigrasi Provinsi Sumatera Selatan dengan nilai yang diperoleh  $F_{hitung} > F_{tabel}$ , yaitu  $29,310 > 3,21$ .

**Kata Kunci :** Kompensasi, Motivasi Kerja, Kinerja Pegawai

### **ABSTRACT**

*This research was conducted at the Office of Manpower and Transmigration of South Sumatra Province. The purpose of this study was to determine the effect of compensation and work motivation on employee performance at the Office of Manpower and Transmigration of South Sumatra Province. This research is motivated by the phenomenon of compensation in the form of Employee Income Allowance (TPP) has been given properly, but there is no overtime pay given to employees if there is work outside working hours so that this TPP is not fully able to motivate all employees who work at the Office of Manpower and Transmigration of South Sumatra Province. This is evidenced by the fact that there is still data on employees who have experienced TPP deductions which have an impact on the lack of discipline and responsibility of the employees themselves.*

*The method used is quantitative method, with data collection techniques in the form of observation and questionnaires. This study used a sample of 47 respondents from a population of 188 employees who were taken using purposive sampling technique with the slovin formula and processed with SPSS 21.*

*The results showed that Compensation (X1) and Work Motivation (X2) had a positive and significant effect on employee performance at the Office of Manpower and Transmigration of South Sumatra Province with the value obtained by  $F_{hitung} > F_{tabel}$ , namely  $29.310 > 3.21$ .*

**Keywords:** *Compensation, Work Motivation, Employee Performance*