

ABSTRAK

Tujuan penelitian ini adalah untuk menganalisis pengaruh variabel karakteristik pekerjaan, kompetensi, dan motivasi kerja terhadap kepuasan kerja pegawai Kecamatan (Petarukan, Taman, Ampelgading) Kabupaten Pemalang.Responden penelitian ini adalah pegawai Kecamatan (Petarukan, Taman, Ampelgading) Kabupaten Pemalang yang sudah bekerja minimal 2 tahun, ASN, dan Pendidikan minimal SLTA sebanyak 100 orang.Teknik pengambilan sampel dengan menggunakan metode non probability sampling, kemudian dianalisis dengan menggunakan regresi linear berganda.Data dari kuesioner diuji dengan uji validitas, reliabilitas, dan regresi berganda. Adapun hasil penelitiannya adalah : (1) karakteristik pekerjaan berpengaruh positif dan signifikan terhadap kepuasan kerja pegawai. (2) kompetensi tidak berpengaruh terhadap kepuasan kerja pegawai. (3) motivasi kerja tidak berpengaruh terhadap kepuasan kerja pegawai.

Kata kunci : karakteristik pekerjaan, kompetensi, motivasi kerja dan kepuasan kerja pegawai.

ABSTRACT

The purpose of this study was to analyze the effect of variables of job characteristics, competence, and work motivation on the job satisfaction of Subdistrict employee (Petarukan, Taman, Ampelgading) Pemalang Regency. Respondents of this study are District officials (Petarukan, Taman, Ampelgading) Pemalang Regency who have worked for at least 2 years, ASN, and at least Senior High School Education as many as 100 people. The sampling technique using nonprobability sampling method, then analyzed using multiple linear regression. Data from the questionnaire were tested with validity, reliability, and multiple regression tests. The results of his research are: (1) job characteristics have a positive and significant effect on employee job satisfaction. (2) competence has no effect on employee job satisfaction. (3) work motivation has no effect on employee job satisfaction.

Keywords: ***job characteristics, competencies, work motivation and employee job satisfaction.***