

## ABSTRAKSI

### **ANALISIS PENINGKATAN KINERJA APARATUR PEMERINTAH DESA DI WILAYAH KECAMATAN KEBONAGUNG KABUPATEN DEMAK MELALUI DISIPLIN KERJA, KOMPETENSI DAN KOMPENSASI DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING**

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Penelitian ini bertujuan menganalisis pengaruh peningkatan disiplin kerja, kompetensi dan kompensasi terhadap kinerja aparatur pemerintah desa di wilayah Kecamatan Kebon Agung Kabupaten Demak dengan kepuasan kerja sebagai variabel intervening. Penelitian ini menggunakan teknik penelitian kuantitatif. Populasi sebanyak 138 pegawai. Sampel menggunakan teknik total sampling (sensus). Pengumpulan data menggunakan kuesioner, metode observasi. Analisis data menggunakan uji t, uji hipotesis menggunakan SEM (*Structural Equation Modelling*) yang dioperasikan melalui program AMOS. Kesimpulan dalam penelitian ini adalah sebagai berikut (1) Kompensasi berpengaruh paling kuat dalam peningkatan Kepuasan kerja Aparatur pemerintah desa di Kabupaten Demak (2) Kepuasan kerja berpengaruh terhadap peningkatan kinerja meskipun tidak sekuat pengaruh kompensasi terhadap Kepuasan kerja. (3) Kompetensi berpengaruh dalam peningkatan Kepuasan kerja (4) Disiplin kerja berpengaruh dalam peningkatan Kepuasan kerja Aparatur pemerintah desa di Kabupaten Demak (5) Kompetensi berpengaruh dalam peningkatan kinerja Aparatur pemerintah desa di Kabupaten Demak (6) Kompensasi berpengaruh dalam peningkatan kinerja Aparatur pemerintah desa di Kabupaten Demak (7) Disiplin kerja berpengaruh dalam peningkatan kinerja Aparatur pemerintah desa di Kabupaten Demak.

Kata Kunci : disiplin kerja, kompetensi, kompensasi, kepuasan, kinerja, dan kepuasan.

**ABSTRACT****ANALYSIS OF PERFORMANCE IMPROVEMENT OF VILLAGE GOVERNMENT APPARATUS IN KEBONAGUNG DISTRICT OF DEMAK DISTRICT THROUGH WORKING DISCIPLINE, COMPETENCE AND COMPENSATION WITH THE SATISFACTION OF WORKING AS A VARIABLE INTERVENING**

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*This research aims to analyze the influence of improvement of work discipline, competence and compensation to the performance of village government apparatus in the area of Kebon Agung District in Demak district with the satisfaction of working as a variable intervening. This research uses quantitative research techniques. Population of 138 employees. Samples used the total sampling technique (census). Data collection using questionnaires, observation methods. Data analysis Using Test T, hypothesis test using SEM (Structural Equation Modelling) operated through AMOS program. The conclusion in this study is as follows (1) the most powerful compensation affected in the improvement of the work satisfaction of village government apparatus in Demak District (2) Job satisfaction affects performance enhancement although not as strong Compensation of work satisfaction. (3) Competence in improving job satisfaction (4) Working discipline is influential in improving the job satisfaction of village government apparatus in Demak District (5) competency is influential in improving the performance of village government apparatus in Regency of Demak (6) Compensation is influential in the performance improvement of village government apparatus in Demak District (7) The working discipline is influential in the performance improvement of the village government apparatus in Demak district.*

*Keywords: Work discipline, competence, compensation, satisfaction, performance, and satisfaction.*