

## ABSTRAK

Tiffany Aulia Widjaya. 2024. Pengaruh *Empowerment*, Kompensasi, *Work Environment*, dan Motivasi terhadap Kinerja Pegawai Dinas Perumahan Rakyat dan Kawasan Permukiman Kota Madiun. Skripsi. Program Studi Manajemen, Fakultas Ekonomi dan Bisnis, Universitas PGRI Madiun. Pembimbing (I) Dr. Karuniawati Hasanah, S. E., M. M., Pembimbing (II) Robby Sandhi Dessyarti, S. E., M. M.

Tujuan penelitian ini untuk mengetahui pengaruh *empowerment*, kompensasi, *work environment*, dan motivasi terhadap kinerja pegawai Dinas Perumahan Rakyat dan Kawasan Permukiman Kota Madiun. Fenomena yang ada menunjukkan bahwa kinerja pegawai Bidang PSU Dinas Perkim Kota Madiun memiliki kinerja yang cukup baik dan menunjukkan peningkatan pada nilai Indeks Pelayanan Publik dan Indeks Kepuasan Masyarakat tiap tahunnya. Namun, penilaian masyarakat masih kurang terhadap kinerja pegawai Bidang PSU Dinas Perkim Kota Madiun sehingga menunjukkan nilai yang tidak signifikan. Sampel penelitian sebanyak 114 responden. Teknik pengambilan sampel adalah *quota* sampling. Metode penelitian yang digunakan adalah analisis deskriptif kuantitatif melalui penggunaan *Partial Least Square* (PLS) dengan program *SmartPLS* versi 4.1.0.4. Hasil pengujian pada variabel *empowerment* memiliki pengaruh positif dan signifikan terhadap kinerja pegawai. Akan tetapi variabel kompensasi, *work environment* dan motivasi, tidak berpengaruh signifikan terhadap Kinerja Pegawai. Hasil Fhitung menunjukkan terdapat pengaruh variabel *empowerment*, kompensasi, *work environment*, dan motivasi secara bersama-sama terhadap kinerja pegawai.

**Kata Kunci:** *Empowerment*, Kompensasi, *Work Environment*, Motivasi, Kinerja Pegawai.

## ABSTRACT

Tiffany Aulia Widjaya. 2024. The Influence of Empowerment, Compensation, Work Environment, and Motivation towards Employee Performances in Dinas Perumahan Rakyat dan Kawasan Pemukiman-Department of Public Housing and Residential Areas, Madiun City. Thesis. Management Department, Faculty of Economics and Business, Universitas PGRI Madiun. Supervisor (I) Dr. Karuniawati Hasanah, S. E., M. M., Supervisor (II) Robby Sandhi Dessyarti, S. E., M. M.

The aim of this research was to determine the Influence of Empowerment, Compensation, Work Environment, and Motivation towards Employee Performance in Dinas Perumahan Rakyat dan Kawasan Pemukiman-Department of Public Housing and Residential Areas, Madiun City. The existing phenomenon shows that the performance of employees of the PSU Division of the Dinas Perumahan Rakyat dan Kawasan Pemukiman-Department of Public Housing and Residential Areas, Madiun City is relatively good, and there is an increase value of the Public Service Index and the Community Satisfaction Index each year. However, the community's assessment needs to improve the employees' performances of the PSU Division of the Dinas Perumahan Rakyat dan Kawasan Pemukiman-Department of Public Housing and Residential Areas, Madiun City in order to show the insignificant value. The research sample was 114 respondents. The sampling technique was quota sampling. The research method used was a quantitative descriptive analysis using Partial Least Square (PLS) with the SmartPLS version 4.1.0.4 program. The test results on the empowerment variable positively and significantly affect employee performance. However, compensation, work environment, and motivation variables do not significantly affect employee performance. F-count results show that empowerment, compensation, work environment, and motivation variables influence employee performance.

**Keywords:** Empowerment, Compensation, Work Environment, Motivation, Employee Performance.