

# **PENGARUH TUNJANGAN KINERJA, PELATIHAN DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA DI LINGKUNGAN KEMENTERIAN DESA, PEMBANGUNAN DAERAH TERTINGGAL DAN TRANSMIGRASI**

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## **Abstrak**

Penelitian ini dilakukan di lingkungan Kemendesa untuk meningkatkan kepuasan kerja pegawai. Penelitian menggunakan metode analisis jalur dengan pengukur variable dilakukan melalui kuesioner dan menggunakan scoring model Likert. Responden sebanyak 105 orang dengan menggunakan pendekatan sampling acak sederhana.

Hasil penelitian menunjukkan bahwa variabel tunjangan kinerja berpengaruh terhadap kepuasan kerja. Tunjangan kinerja berpengaruh positif dan signifikan terhadap lingkungan kerja. Lingkungan kerja berpengaruh terhadap kepuasan kerja pegawai Kemendesa. Pelatihan berpengaruh positif dan signifikan terhadap lingkungan kerja. Pelatihan berpengaruh positif dan signifikan terhadap kepuasan kerja.

**Kata Kunci** : Tunjangan Kinerja, Pelatihan, Lingkungan Kerja, Kepuasan Kerja

**EFFECT OF ALLOWANCE PERFORMANCE, TRAINING AND WORK ENVIRONMENT ON JOB SATISFACTION OF EMPLOYEE MINISTRY OF VILLAGE, DEVELOPMENT OF DISADVANTAGED REGIONS, AND TRANSMIGRATION OF REPUBLIC OF INDONESIA**

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**Abstract**

This research carried in ministry of village, development of disadvantaged regions, and transmigration (Kemendesa) of republic of Indonesia environment to improve job satisfaction. Research using path analysis with variable measuring conducted through questionnaires and using Likert scoring models. Respondents were 105 people using simple random sampling approach.

The results showed that the variables affect the performance allowance of job satisfaction. Performance allowance and significant positive effect on the work environment. Work environment influence on employee satisfaction Kemendesa. Training positive and significant impact on the work environment. Training positive and significant effect on job satisfaction.

**Keywords:** Performance allowance, Training, Work Environment, Job Satisfaction