

ABSTRAK

Keberhasilan suatu organisasi dalam pencapaian suatu tujuan dipengaruhi oleh kinerja pegawainya. Faktor-faktor seperti disiplin kerja, keterlibatan kerja dan kepuasan kerja merupakan salah satu yang mempengaruhinya. Kepuasan kerja mampu menjadi mediasi dalam hubungan disiplin kerja dan keterlibatan kerja terhadap kinerja pegawai. Penelitian ini bertujuan untuk menganalisis peran kepuasan kerja dalam memediasi pengaruh disiplin kerja dan keterlibatan kerja terhadap kinerja pegawai puskesmas. Penelitian ini dilakukan di Puskesmas Kecamatan Ajibarang. Jumlah sampel dalam penelitian ini adalah sebanyak 93 responden dengan menggunakan rumus Slovin. Metode yang digunakan dalam penentuan sampel dengan menggunakan metode *proportionate random sampling*. Teknik analisis data dalam penelitian ini dilakukan dengan menggunakan analisis deskriptif dan analisis regresi linear berganda dengan bantuan SPSS v.22. Hasil penelitian ini menunjukkan bahwa disiplin kerja berpengaruh positif terhadap kinerja pegawai. Keterlibatan kerja berpengaruh positif terhadap kinerja pegawai. Disiplin kerja berpengaruh positif terhadap kepuasan kerja. Keterlibatan kerja berpengaruh positif terhadap kepuasan kerja. Kepuasan kerja berpengaruh positif terhadap kinerja pegawai. Kepuasan kerja mampu memediasi pengaruh disiplin kerja terhadap kinerja pegawai. Kepuasan kerja mampu memediasi pengaruh keterlibatan kerja terhadap kinerja pegawai.

Kata kunci: Disiplin Kerja, Keterlibatan Kerja, Kepuasan Kerja, Kinerja Pegawai.

ABSTRACT

The success of an organization in achieving a goal is influenced by the performance of its employees. Factors such as work discipline, work involvement and job satisfaction are ones that influence it. Job satisfaction is able to mediate the relationship between work discipline and work involvement on employee performance. This research aims to analyze the role of job satisfaction in mediating the influence of work discipline and work involvement on the performance of community health center employees. This research was conducted at the Ajibarang District Health Center. The number of samples in this study was 93 respondents using the Slovin formula. The method used in determining the sample was using the proportionate random sampling method. The data analysis technique in this research was carried out using descriptive analysis and multiple linear regression analysis with the help of SPSS v.22. The results of this research show that work discipline has a positive effect on employee performance. Work engagement has a positive effect on employee performance. Work discipline has a positive effect on job satisfaction. Work involvement has a positive effect on job satisfaction. Job satisfaction has a positive effect on employee performance. Job satisfaction is able to mediate the influence of work discipline on employee performance. Job satisfaction is able to mediate the effect of work involvement on employee performance.

Keywords: *Work Discipline, Work Involvement, Job Satisfaction, Employee Performance.*