

ABSTRAK

MUHAMMAD YANUAR KAFITRAH, NPM : 71180312158, **Pengaruh Kompensasi Dan Pengembangan Karir Terhadap Kinerja Pegawai Di Badan Pengelolaan Pajak Dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara**. Dibimbing oleh Dr. Supar Wasesa, S.E.,M.M sebagai Pembimbing I, serta Julkarnain,S.Ag.,S.E.,M.M. sebagai Pembimbing II, Skripsi-2022.

Rumusan pada penelitian ini adalah bagaimana pengaruh Kompensasi dan Pengembangan karir terhadap kinerja pegawai di Badan Pengelolaan Pajak dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara, dan tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh kompensasi dan pengembangan karir terhadap kinerja pegawai di Badan Pengelolaan Pajak dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara.

Penelitian ini merupakan penelitian deskriptif kuantitatif. Teknik pengumpulan data dilakukan melalui wawancara, daftar pertanyaan (questionnaire) dan studi dokumentasi. Sampel dalam penelitian ini sebanyak 75 orang. Variabel di ukur dengan skala Likert. Pengujian hipotesis menggunakan analisis regresi linear berganda melalui uji F dan uji T.

Hasil uji secara serempak menunjukkan pengaruh sangat nyata terhadap kinerja pegawai di Badan Pengelolaan Pajak dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara. Nilai koefisien determinasi sebesar 0.903 berarti kinerja pegawai di Badan Pengelolaan Pajak dan Retribusi Daerah Unit Pelaksana Teknis Pengelolaan Pendapatan Daerah Medan Utara dapat di jelaskan oleh Kompensasi dan Pengembangan karir sebesar 90.3%. Secara parsial, kompensasi berpengaruh dan signifikan terhadap kinerja pegawai dengan nilai $t_{hitung} > t_{tabel}$ ($5.582 > 1.666$). Pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai $t_{hitung} > t_{tabel}$ ($9.634 > 1.666$).

Compensation, Career Development

Kata kunci : *Kompensasi, Pengembangan Karir, Kinerja.*

ABSTRACT

MUHAMMAD YANUAR KAFITRAH, NPM : 71180312158, The Effect of Compensation, and Career Development on Employee Performance in the Regional Tax and Levy Management Agency Technical Implementation Unit for North Medan Regional Revenue Management. Supervised by Dr. Supar Wasesa, S.E.,M.M as Advisor I, and Julkarnain,S.Ag.,S.E.,M.M. as Advisor II, Thesis-2022.

The formulation in this research is how the influence of Compensation, and Career Development on employee performance at the Regional Tax and Levy Management Agency Technical Implementation Unit for North Medan Regional Revenue Management, and the purpose of this study is to determine and analyze the effect of Compensation, and Career Development on employee performance at the Management Agency. Regional Taxes and Levies Technical Implementation Unit for North Medan Regional Revenue Management.

This research is a quantitative descriptive study. Data collection techniques were carried out through interviews, questionnaires and documentation studies. The sample in this study were 75 people. Variables were measured using a Likert scale. Hypothesis testing using multiple linear regression analysis through the F test and T test.

The test results simultaneously show a very significant effect on the performance of employees at the Regional Tax and Retribution Management Agency, the Technical Implementation Unit for North Medan Regional Revenue Management. The value of the coefficient of determination of 0.903 means that the performance of employees at the Regional Tax and Levy Management Agency of the Technical Implementation Unit of North Medan Regional Revenue Management can be explained by Compensation, and Career Development of 90.3%. Partially, Compensation has and significant effect on employee performance with a value of $t_{count} > t_{table}$ ($5.582 > 1.666$). Career Development has a positive and significant effect on employee performance with a value of $t_{count} > t_{table}$ ($9.634 > 1.666$).

Keywords: Compensation, Career Development, performance