

## RINGKASAN

Penelitian ini berjudul "PENGARUH KOMPETENSI, KEPUASAN KERJA, BUDAYA KERJA, DAN BEBAN KERJA TERHADAP KINERJA PEGAWAI DI UPTD. PUSKESMAS NUSAWUNGU II". Tujuan dilakukan penelitian adalah untuk menganalisis pengaruh kompetensi, kepuasan kerja, budaya kerja, dan beban kerja terhadap kinerja pegawai di UPTD. Puskesmas Nusawungu II. Jenis penelitian adalah penelitian kuantitatif. Metode pengambilan sampel dalam penelitian ini menggunakan *disproportionate random sampling*, dan metode analisisnya menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa: 1) variabel kompetensi ( $t_{hitung} 2,827 > t_{tabel} 1,679$ ) artinya hipotesis pertama diterima, 2) variabel kepuasan kerja ( $t_{hitung} 4,920 > t_{tabel} 1,679$ ) artinya hipotesis kedua diterima, 3) variabel budaya kerja ( $t_{hitung} 4,582 > t_{tabel} 1,679$ ) artinya hipotesis ketiga diterima, 4) variabel beban kerja ( $t_{hitung} 1,854 > t_{tabel} -1,679$ ) artinya hipotesis keempat ditolak. Kesimpulan dari penelitian ini adalah variabel kompetensi, kepuasan kerja, dan budaya kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, sedangkan variabel beban kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai. Mengacu pada kesimpulan tersebut, sebagai upaya untuk terus meningkatkan kinerja pegawai, UPTD. Puskesmas Nusawungu II perlu mempertimbangkan kompetensi, kepuasan kerja, budaya kerja, dan beban kerja dalam pengambilan keputusan yang berkaitan dengan peningkatan kinerja pegawai. Pembagian pekerjaan sebaiknya sesuai dengan kompetensi yang dimiliki pegawai, kepuasan kerja tetap diperhatikan, budaya kerja tetap dijaga agar pegawai tetap memegang budaya kerja yang baik, dan bijak dalam memberi tugas kepada seluruh pegawai agar beban kerja yang dirasakan tidak menurunkan kinerja.

**Kata kunci: Kompetensi, Kepuasan Kerja, Budaya Kerja, Beban Kerja, Kinerja Pegawai**

## SUMMARY

*This research is entitled "INFLUENCE OF COMPETENCE, JOB SATISFACTION, WORK CULTURE, AND WORKLOAD ON EMPLOYEE PERFORMANCE AT UPTD. PUSKESMAS NUSAWUNGU II". The purpose of this research is to analyze the effect of competence, job satisfaction, work culture, and workload on employee performance in UPTD. Nusawungu II Health Center. This type of research is quantitative research. The sampling method in this research used disproportionate random sampling, and the analysis method used multiple linear regression analysis. The results showed that: 1) the competence variable ( $t_{test} 2,827 > t_{table} 1.679$ ) means that the first hypothesis is accepted, 2) the job satisfaction variable ( $t_{test} 4,920 > t_{table} 1.679$ ) means that the second hypothesis is accepted, 3) the work culture variable ( $t_{test} 4.582 > t_{table} 1.679$ ) it means that the third hypothesis is accepted, 4) the workload variable ( $t_{test} 1.852 > -t_{table} -1.679$ ) means that the fourth hypothesis is rejected. The conclusion of this research is that the variables of competence, job satisfaction, and work culture have a positive and significant effect on employee performance, while the workload variable have a positive and no significant on employee performance. Referring to this conclusion, as an effort to continuously improve employee performance, UPTD. Nusawungu II Health Center needs to consider competence, job satisfaction, work culture, and workload in making decisions related to improving employee performance. The division of work should be in accordance with the competencies possessed by employees, work satisfaction is still considered, work culture is maintained so that employees maintain a good work culture, and are wise in assigning tasks to all employees so that the perceived workload does not reduce performance.*

**Keywords: Competence, Job Satisfaction, Work Culture, Workload, Employee Performance**