

**Pengaruh Kompensasi Terhadap Kepuasan Kerja Dengan Keterlibatan Kerja Sebagai Variabel Mediasi Pada *Driver* ShopeeFood Di Kecamatan Depok Di Yogyakarta**

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**Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi terhadap kepuasan kerja melalui keterlibatan kerja sebagai variabel mediasi pada *driver* ShopeeFood di Kecamatan Depok, Yogyakarta. Data dikumpulkan dari 161 *driver* menggunakan kuesioner yang disebar di beberapa lokasi pengambilan pesanan, termasuk Gacoan dan Ayam Geprek Preksu. Data dianalisis menggunakan analisis regresi linear melalui perangkat lunak SPSS, sedangkan pengujian hipotesis mediasi dilakukan dengan metode analisis Baron dan Kenny, yang melibatkan serangkaian langkah kausal untuk menentukan signifikansi variabel intervening.

Hasil penelitian menunjukkan bahwa kompensasi berpengaruh positif dan signifikan terhadap keterlibatan kerja, yang selanjutnya meningkatkan kepuasan kerja secara signifikan. Selain itu, analisis mediasi membuktikan bahwa keterlibatan kerja bertindak sebagai mediator parsial dalam hubungan antara kompensasi dan kepuasan kerja, yang menunjukkan bahwa meskipun kompensasi yang adil sangat krusial, menumbuhkan keterlibatan emosional dan kognitif sangat penting untuk mengoptimalkan kepuasan *driver*.

**Kata kunci:** Kompensasi, Kepuasan kerja, Keterlibatan Kerja, Ekonomi gig, *Food Delivery Drivers*, Analisis mediasi.

**The Influence of Compensation on Job Satisfaction with Work Engagement  
as an Mediation Variable among ShopeeFood Drivers in Depok District,  
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***Abstract***

*This study aims to analyze the effect of compensation on job satisfaction through work engagement as a mediating variable among ShopeeFood drivers in Depok District, Yogyakarta. Data were collected from 161 drivers using questionnaires distributed at several order pickup locations, including Gacoan and Ayam Geprek Preksu. The data were analyzed using the mediation hypothesis and were tested using the Baron and Kenny analysis method, which involves a series of causal steps to determine the significance of the intervening variable and multiple linear regression analysis through SPSS software.*

*The results indicate that compensation has a positive and significant effect on work engagement, which in turn significantly enhances job satisfaction. Furthermore, the mediation analysis reveals that work engagement acts as a partial mediator in the relationship between compensation and job satisfaction, suggesting that while fair compensation is crucial, fostering emotional and cognitive engagement is essential for optimizing driver satisfaction.*

**Keywords:** *Compensation, Job Satisfaction, Work Engagement, Gig Economy, Food Delivery Drivers, Mediation Analysis.*