**ABSTRAK**

Penelitian ini memiliki tujuan untuk memperoleh bukti empiris mengenai pengaruh disiplin, kompensasi dan kompetensi terhadap motivasi dan dampaknya terhadap kinerja pegawai perusahaan air minum kota Jambi. Hasil penelitian diharapkan dapat memberikan kontribusi dalam pengembangan ilmu manajemen sumber daya manusia bagi perusahaan sejenis maupun para praktisi.

Penelitian dilakukan pada Perusahaan Daerah Air Minum (PDAM) Tirta Mayang kota Jambi. Penelitian ini menggunakan metode survey dengan pendekatan penelitian kuantitatif. Sedangkan tipe penelitiannya berupa *Descriptive Research* dan *Verificative Explanation Research* dengan *time horizon* datanya berupa *cross-sectional* yang mencerminkan gambaran dari suatu keadaan pada suatu saat tertentu. Untuk menguji hipotesis penelitian digunakan metode statistik analisis jalur (*path analysis*).

Hasil pengujian penelitian ditemukan adanya hubungan yang signifikan disiplin, kompensasi dan kompetensi terhadap motivasi baik secara simultan maupun secara parsial. Ditemukan juga pengaruh yang signifikan antara motivasi terhadap kinerja pegawai.

Kata kunci : Disiplin, kompensasi, kompetensi, motivasi dan kinerja.

***ABSTRACT***

*The purpose of this study was to obtain empirical evidence about the influence of discipline, compensation and competency to motivation and impact on employee performance of PDAM Tirta Mayang at Jambi city. The results are expected to contribute in the development of human resources management for the company as*

*weel as of the practitioners.*

*The study was conducted at the PDAM Tirta Mayang Jambi city. This study used survey method with quantitative research approaches. While the type of research in the form Descriptive Research and Verificative Explanation Research with time horizon in the form of cross-sectional data that reflect a picture of a situation at a particular time. To test the hypothesis of the study use statistical method of path analysis.*

*The test results of research found a significant relationship between discipline, compensation and competency to motivation either simultaneously or partially. It was also found sifnificant influence of motivation on employee performance.*

*Keywords: Discipline, compensation, competence, motivation and performance*

*employee.*