

ABSTRAK

Penelitian ini bertujuan untuk Mengetahui : (1) Pengaruh kompetensi dan kompensasi terhadap kinerja karyawan *staff office* Brits Hotel Karawang. (2) Pengaruh parsial kompetensi terhadap kinerja karyawan *staff office* Brits Hotel Karawang. (3) Pengaruh parsial kompensasi terhadap kinerja karyawan *staff office* Brits Hotel Karawang. (4) Pengaruh simultan kompetensi dan kompensasi terhadap kinerja karyawan *staff office* Brits Hotel Karawang.

Penelitian ini dilakukan dengan menggunakan metode deskriptif dan verifikatif, yaitu mengumpulkan, mengkajikan, menganalisis dan melakukan pengujian hipotesis, serta membuat kesimpulan dan saran. Sampel dikumpulkan dengan menggunakan metode *Sample Jenuh* dengan jumlah sampel sebanyak 40 responden dari 40 populasi. Teknik analisis yang digunakan yaitu teknik analisis rentang skala dan analisis regresi linier berganda dengan bantuan *Method Of Successive Interval* (MSI), program microsoft Excel 2010 dan SPSS versi 24.

Hasil penelitian bahwa kompetensi menunjukan skor rata – rata sebesar 159,6 yang berada pada garis rentang skala baik, kompensasi menunjukan skor rata – rata sebesar 154,6 yang berada pada garis rentang skala baik, kinerja karyawan menunjukan skor rata – rata sebesar 161,7 berada pada garis rentang skala baik. Kompetensi secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan *staff office* Brits Hotel Karawang sebesar 30,9%. Kompensasi secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan *staff office* Brits Hotel Karawang sebesar 39,6%. Kompetensi dan kompensasi secara simultan berpengaruh terhadap kinerja karyawan *staff office* Brits Hotel Karawang sebesar 43,8%.

Kata Kunci : Kompetensi, Kompensasi, Kinerja Karyawan.

ABSTRACT

This study aims to determine: (1) The effect of competence and compensation on the performance of office staff employees at Brits Hotel Karawang. (2) The partial influence of competence on the performance of the office staff employees at Brits Hotel Karawang. (3) The effect of partial compensation on the performance of office staff employees at Brits Hotel Karawang. (4) The simultaneous effect of competence and compensation on the performance of office staff employees at Brits Hotel Karawang.

This research was conducted using descriptive and verification methods, namely collecting, presenting, analyzing and testing hypotheses, as well as making conclusions and suggestions. Samples were collected using the Saturated Sample method with a sample size of 40 respondents from 40 populations. The analysis technique used is the scale range analysis technique and multiple linear regression analysis with the help of the Method Of Successive Interval (MSI), Microsoft Excel 2010 and SPSS version 24.

The results showed that the competency showed an average score of 159.6 which was on the good scale line, the compensation showed an average score of 154.6 which was on the good scale range line, the employee performance showed an average score of 161.7. is on the line of either scale range. Competence partially has a positive and significant effect on the performance of office staff employees at Brits Hotel Karawang by 30.9%. Compensation partially has a positive and significant effect on the performance of office staff employees at Brits Hotel Karawang amounting to 39.6%. Competence and compensation simultaneously affect the performance of office staff employees at Brits Hotel Karawang by 43.8%.

Keywords: *Competence, Compensation, Employee Performance*