

ABSTRAK

Dian Utami Putri. 15416261201207. Pengaruh Motivasi Kerja dan Kompensasi terhadap Kinerja Karyawan PT. Haier Electrical Appliances. Di bawah bimbingan Dr. H. Budi Rismayadi, S.E.,M.M dan H. Suroso, S.E.,M.M.

Kinerja adalah hasil kerja secara kualitas dan kuantitas yang dicapai seorang karyawan dalam melaksanakan tugas sesuai dengan tanggung jawab yang diberikan kepadanya. Kinerja karyawan dapat dipengaruhi oleh dua faktor yaitu motivasi kerja dan kompensasi. Jika motivasi kurang maka akan mempengaruhi pada kinerja karyawan, dan jika kompensasi kurang baik maka akan menurunkan kinerja karyawan.

Penelitian ini dilakukan dengan metode deskriptif dan verifikatif yaitu mengumpulkan, menyajikan, menganalisis dan melakukan pengujian hipotesis, serta membuat kesimpulan dan saran. Sampel dikumpulkan dengan metode *Cluster Sampling* dengan jumlah sampel sebanyak 92 responden dari populasi 120 orang. Teknik analisis data yang digunakan yaitu teknik Analisis Rentang Skala dan Analisis jalur dengan bantuan *Method Of Successive Interval* (MSI), program komputer *Microsoft Excel 2010*, dan SPSS versi 16.

Hasil penelitian ini diperoleh beberapa kesimpulan yaitu bahwa motivasi kerja berdasarkan hasil analisis deskriptif menunjukkan skor rata-rata 353,6 berada pada kriteria setuju, kompensasi berdasarkan hasil analisis deskriptif menunjukkan skor rata-rata 346,1 berada pada kriteria setuju, kinerja karyawan berdasarkan hasil analisis deskriptif menunjukkan skor rata-rata 356,4 berada pada kriteria setuju.

Terdapat hubungan yang kuat antara motivasi kerja dan kompensasi, hal ini dilihat dari nilai koefisien korelasi sebesar 0,751. Terdapat pengaruh motivasi kerja secara parsial terhadap kinerja karyawan sebesar 31,6% dan terdapat pengaruh kompensasi terhadap kinerja karyawan sebesar 0,229%. Adapun pengaruh motivasi kerja dan kompensasi secara simultan terhadap kinerja karyawan sebesar 54,5%, sedangkan sisanya 45,5% merupakan kontribusi variabel lain (ϵ) yang tidak diteliti dalam penelitian ini.

Kata kunci : Motivasi Kerja, Kompensasi Kinerja Karyawan

ABSTRACK

Dian Utami Putri. 15416261201207. The Effect of Work Motivation and Compensation on Employee Performance at PT. Haier Electrical Appliances. Under the guidance of Dr. H. Budi Rismayadi, S.E., M.M and H. Suroso, S.E., M.M.

Performance is the result of work in quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. Employee performance can be influenced by two factors, namely work motivation and compensation. If motivation is lacking it will affect employee performance, and if compensation is not good it will reduce employee performance.

This research was conducted with descriptive and verification methods, namely collecting, presenting, analyzing and testing hypotheses, as well as making conclusions and suggestions. Samples were collected using the Cluster Sampling method with a total sample of 92 respondents from a population of 120 people. The data analysis technique used is the technique of Scale Range Analysis and Path Analysis with the help of the Method Of Successive Interval (MSI), Microsoft Excel 2010 computer program, and SPSS version 16.

The results of this study obtained several conclusions, namely that work motivation based on the results of descriptive analysis showed an average score of 353.6 was on the agreed criteria, compensation based on the results of descriptive analysis showed an average score of 346.1 was on the agreed criteria, employee performance based on the results of the analysis descriptive shows the average score of 356.4 is in the agreed criteria.

There is a strong relationship between work motivation and compensation, it can be seen from the correlation coefficient value of 0.751. There is a partial effect of work motivation on employee performance by 31.6% and there is an effect of compensation on employee performance of 0.229%. The effect of work motivation and compensation simultaneously on employee performance is 54.5%, while the remaining 45.5% is the contribution of other variables (ϵ) which were not examined in this study.

Keywords: organizational culture, work motivation, employee performance

