

ABSTRAK

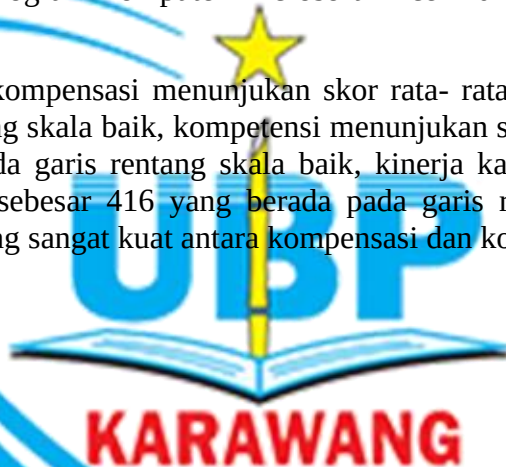
Nurul Wardani. 15416261201013. Pengaruh Kompensasi dan Kompetensi terhadap Kinerja Karyawan PT. XXX di bawah bimbingan Dr. H. Sungkono, S.E., M.M. dan H. Asep Jamaludin, S.E., M.M.

Penelitian ini bertujuan untuk mengetahui : (1) Hubungan kompensasi dengan kompetensi PT. XXX. (2) Pengaruh parsial kompensasi terhadap kinerja karyawan di PT. XXX. (3) Pengaruh parsial kompetensi terhadap kinerja karyawan di PT. XXX. (4) Pengaruh simultan kompensasi dan kompetensi terhadap kinerja karyawan di PT. XXX.

Penelitian ini dilakukan dengan menggunakan metode deskriptif dan verifikatif, yaitu mengumpulkan, menyajikan, menganalisis dan melakukan pengujian hipotesis, serta membuat kesimpulan dan saran. Sampel dikumpulkan dengan menggunakan metode *Sample Random Sampling* dengan jumlah sampel sebanyak 104 responden dari populasi 140 orang. Teknik analisis yang digunakan yaitu teknik analisis rentang skala dan analisis jalur dengan bantuan *Method Of Successive Interval (MSI)*, program komputer microsoft Excel 2013, dan SPSS versi 16.

Hasil penelitian bahwa kompensasi menunjukkan skor rata-rata sebesar 396 yang berada pada garis rentang skala baik, kompetensi menunjukkan skor rata-rata sebesar 399 yang berada pada garis rentang skala baik, kinerja karyawan pada menunjukkan skor rata-rata sebesar 416 yang berada pada garis rentang skala setuju. Terdapat hubungan yang sangat kuat antara kompensasi dan kompetensi.

Kata Kunci : Kompensasi, Kompetensi, Kinerja Karyawan.



ABSTRACT

Nurul Wardani.15416261201013.*The effect of compensation and competence to the performance of employee PT. XXX under the guidance of Dr. H. Sungkono, S.E.,M.M. And H. Asep Jamaludin, S.E.,M.M.*

This study aims to determine: (1) The relationship of compensation with the competence of PT. XXX. (2) The effect of partial compensation on the performance of employees at PT. XXX. (3) The partial effect of competence on employee performance at PT. XXX. (4) Simultaneous effect of compensation and competence on employee performance at PT. XXX.

This research was conducted using descriptive and verification methods, namely collecting, presenting, analyzing and testing hypotheses, and making conclusions and suggestions. Samples were collected using the Sample Random Sampling method with a total sample of 104 respondents from a population of 140 people. The analysis technique used is the scale range analysis technique and path analysis with the help of the Method Of Successive Interval (MSI), Microsoft Excel 2013 computer program, and SPSS version 16.

The results of the study show that compensation shows an average score of 396 in the range of the good scale, competence shows an average score of 399 that is in the range of a good scale, employee performance in showing an average score of 416 in the range scale agrees. There is a very strong relationship between compensation and competence.

Keywords: *Compensation, Competence, Employee Performance.*

