

PENGARUH KOMPENSASI DAN MOTIVASI KERJA TERHADAP KINERJA BURUH BIBIT TANAMAN DI KECAMATAN SAWAN

Oleh:

Putu Gunawan Malik, NIM 2017041121

Jurusan Manajemen

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan motivasi kerja terhadap kinerja buruh bibit tanaman di Kecamatan Sawan. Sampel penelitian menggunakan teknik purposive sampling dengan jumlah sampel sebanyak 80 responden. Data dikumpulkan dengan kuesioner dan dianalisis dengan analisis jalur. Hasil penelitian menunjukkan bahwa (1) kompensasi berpengaruh positif dan signifikan terhadap kinerja buruh bibit tanaman. (2) kompensasi berpengaruh positif dan signifikan terhadap motivasi kerja buruh bibit tanaman. (3) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja buruh bibit tanaman. (4) motivasi kerja mampu memediasi kompensasi terhadap kinerja buruh bibit tanaman.

Kata Kunci : kompensasi, motivasi kerja, kinerja

***THE INFLUENCE OF COMPENSATION AND WORK MOTIVATION ON
PERFORMANCE PLANT SEED WORKERS IN SAWAN DISTRICT***

By:

Putu Gunawan Malik, NIM 2017041121

Jurusan Manajemen

ABSTRACT

This research aims to determine the effect of compensation and work motivation on the performance of plant seed workers in Sawan District. This research is research using a purposive sampling technique with the number of samples used being 80 respondents. Data was collected by questionnaire and analyzed by path analysis. The research results show that (1) compensation has a positive and significant effect on the performance of plant seed workers. (2) compensation has a positive and significant effect on the work motivation of plant seed workers. (3) work motivation has a positive and significant effect on the performance of plant seed workers. (4) work motivation is able to mediate compensation on the performance of plant seed workers.

Keywords: *compensation, work motivation, employee performance*