

PENGARUH KOMPENSASI DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA PT INDAH PERMAI CABANG SINGARAJA

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ABSTRAK

Penelitian ini dilaksanakan guna mencari tahu adanya pengaruh kompensasi serta motivasi kerja pada kinerja karyawan PT Indah Permai Cab. Singaraja. Penelitian ini merupakan penelitian kuantitatif. Data dikumpulkan melalui metode kuesioner serta wawancara. Jumlah sampel yakni 45 responden. Kemudian, data diolah memakai metode analisis regresi linier berganda. Ditemukan bahwasanya (1) kompensasi serta motivasi kerja secara simultan memberi dampak positif serta signifikan pada kinerja karyawan di PT Indah Permai Cab. Singaraja, (2) kompensasi memberi dampak positif serta signifikan pada kinerja karyawan di PT Indah Permai Cab. Singaraja, dan (3) motivasi kerja memberi dampak positif serta signifikan pada kinerja karyawan di PT Indah Permai Cab. Singaraja.

Kata kunci : kompensasi, motivasi kerja, kinerja karyawan

***THE EFFECT OF WORK COMPENSATION AND MOTIVATION TOWARD
EMPLOYEE PERFORMANCE IN PT INDAH PERMAI SINGARAJA BRANCH***

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ABSTRACT

This study was conducted to examine the effect of compensation and work motivation on employee performance at PT Indah Permai Cabang Singaraja. This research is a quantitative research. Data collection was carried out by questionnaire and interview methods. There were 110 respondents participated. Then, the data were analyzed using multiple linear regression analysis methods. The results showed that (1) compensation and work motivation simultaneously had a positive and significant effect on employee performance at PT Indah Permai Cabang Singaraja, (2) compensation had a positive and significant effect on employee performance at PT Indah Permai Cabang Singaraja, and (3) work motivation had a positive effect and significant on employee performance at PT Indah Permai Cabang Singaraja.

Keywords : *compensation, work motivation, employee performance*