

PENGARUH KOMPENSASI DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN BAGIAN LOGISTIK PADA PT. BORWITA CITRA PRIMA CABANG DENPASAR

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan motivasi kerja terhadap kinerja karyawan, pengaruh kompensasi terhadap kinerja karyawan, pengaruh motivasi kerja terhadap kinerja karyawan, pengaruh kompensasi terhadap motivasi kerja karyawan bagian logistik pada PT. Borwita Citra Prima Cabang Denpasar. Subjek penelitian ini adalah karyawan bagian logistik pada PT. Borwita Citra Prima Cabang Denpasar dan objeknya kompensasi, motivasi kerja dan kinerja karyawan. Populasi yang digunakan pada penelitian adalah karyawan bagian logistik pada PT. Borwita Citra Prima Cabang Denpasar yang berjumlah 34 orang. Data dikumpulkan dengan metode observasi, kuesioner dan wawancara, kemudian dianalisis dengan analisis jalur. Hasil penelitian ini menunjukkan bahwa (1) Kompensasi dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, (2) Kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, (3) Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (4) Kompensasi berpengaruh positif dan signifikan terhadap motivasi kerja karyawan bagian logistik pada PT. Borwita Citra Prima Cabang Denpasar .

Kata kunci: kinerja karyawan, kompensasi, motivasi kerja

Abstract

This research aims to examine the effect of (1) effect of compensation and work motivation on employee performance, (2) effect of compensation on employee performance, (3) effect of work motivation on employee performance, (4) effect of compensation on work motivation of employee in the logistic division of PT. Borwita Citra Prima Cabang Denpasar. The subjects of the study were employees of the logistic department at PT. Borwita Citra Prima Cabang Denpasar and its object are compensation, work motivation and employee performance. The population used in this were employees of the logistic department at PT.Borwita Citra Prima Cabang Denpasar to 34 people. Data were collected through observation design, questionnaire and document recording, and the data analysis technique used was path analysis. The results of the this research showed that (1) Compensation and work motivation have a significant effect on employee performanfe. (2) Compensation has a positive and significant effect on employee performance. (3) Work motivation has a positive and significant effect on employee performance. (4) Compensation has a positive and significant to the work motivation of the logistic department employees at PT. Borwita Citra Prima Cabang Denpasar.

Keywords: compensation, work motivation, employee performance.