

Pengaruh Kompensasi dan Motivasi Kerja Terhadap Kinerja Karyawan PT Agung Toyota Singaraja

Oleh

Putu Wulan Okytha Devy, Nim 1717041229

Jurusan Manajemen

ABSTRAK

Penelitian ini bertujuan untuk menguji (1) pengaruh kompensasi dan motivasi kerja terhadap kinerja karyawan, (2) kompensasi terhadap kinerja karyawan, (3) motivasi terhadap kinerja karyawan dan (4) kompensasi terhadap kinerja karyawan melalui motivasi kerja PT Agung Toyota Singaraja. Penelitian kuantitatif ini dilakukan pada seluruh karyawan PT Agung Toyota Singaraja yang berjumlah 50 orang. Data dikumpulkan melalui pencatatan dokumen, wawancara dan kuesioner kemudian di analisis menggunakan analisis jalur (*path analysis*). Hasil peneltiian menunjukkan bahwa (1) kompensasi dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, (2) kompensasi berpengaruh positif terhadap kinerja karyawan, (3) motivasi berpengaruh positif terhadap kinerja karyawan, (4) kompensasi berpengaruh terhadap kinerja karyawan melalui motivasi kerja.

Kata kunci: kinerja karyawan, kompensasi, motivasi kerja

ABSTRACT

This study aims to examine (1) the effect of compensation and motivation on employee performance, (2) compensation on employee performance, (3) motivation on employee performance and (4) compensation on employee performance through work motivation of PT Agung Toyota Singaraja. This quantitative research was conducted on all employees of PT Agung Toyota Singaraja who sold 50 people. Data were collected through document recording, interviews and questionnaires and then analyzed using path analysis. The results of the study show that (1) compensation and work motivation have a significant effect on employee performance, (2) compensation does not have a positive effect on employee performance, (3) motivation has a positive effect on employee performance, (4) compensation has an effect on employee performance through work motivation.

Keywords: employee performance, compensation, work motivation