

ABSTRACT

This study aims to describe and analysis the strength of compensation and career development on The employee Performance, and to know the most powerful variables affecting employee performance. The population was 1092 persons of employees PT. NSK Bearing Manufacturing Indonesia, the sample size is determined by the Slovin formula and 293 as samples. Samples were taken by using the technique of Propotional Cluster Random Sampling.. Data collection technique used a questionnaire instrument. The validity of grain items was tested using a person product moment correlation, while the reliability coefficient was tested using Cronbach alpha formula.

Strong relationship between employee performance with compensation and career development variables have more influence on performance than career development. The effects of both variables on the performance of employee by 29.7%. A percentage of 70.3% influenced by other variables that are not incorporated into this study.

Furthermore, there are partially significantly positive influence on the performance of employees' compensation and carrier development on employee performance, and simultaneously there is a significant positive effect of joint between compensation and career development on employee performance.

Keywords: *Compensation, Career Development, and Employee Performance.*



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ABSTRAK

Penelitian ini bertujuan menjelaskan dan menganalisis kekuatan pengaruh kompensasi dan pengembangan karir terhadap kinerja karyawan, serta mengetahui variabel yang paling kuat mempengaruhi kinerja karyawan. Populasi penelitian adalah 1092 orang karyawan PT. NSK Bearing Manufacturing Indonesia, ukuran sampel ditentukan dengan rumus Slovin dan sampel 293 orang. Sampel diambil dengan teknik Proporsional Cluster-Random Sampling. Teknik pengumpulan data menggunakan instrumen kuesioner. Validitas butir item diuji dengan korelasi product moment person, sedangkan koefisien reliabilitas diuji dengan rumus Alpha Cronbach.

Hubungan cukup kuat terjadi antara kinerja karyawan dengan kompensasi dan variabel kompensasi lebih berpengaruh terhadap kinerja dibanding pengembangan karir. Pengaruh kedua variabel terhadap kinerja karyawan sebesar 29.7 %. Sisanya sebesar 70.3 % dipengaruhi oleh variabel lain yang tidak dimasukkan ke dalam penelitian ini.

Selanjutnya secara parsial terdapat pengaruh positif signifikan kompensasi terhadap kinerja karyawan dan pengembangan karir terhadap kinerja karyawan, serta secara simultan terdapat pengaruh bersama positif signifikan antara kompensasi dan pengembangan karir terhadap kinerja karyawan.

Kata kunci: Kompensasi, Pengembangan Karir, dan Kinerja Karyawan.

