

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi finansial dan kompensasi non finansial terhadap prestasi kerja serta kepuasan karyawan PT. Bank Mandiri Tbk. Data yang diperoleh dari penelitian berupa hasil survei penelitian lapangan dan menyebarkan kuesioner kepada 184 responden/karyawan. Penelitian ini menggunakan seluruh anggota populasi untuk dijadikan sebagai sampel, yang disebut dengan penelitian sensus (sampel jenuh). Populasi dalam penelitian ini adalah karyawan PT. Bank Mandiri Tbk yang berada di Jakarta Pusat, memiliki sebanyak 184 karyawan dari 8 departemen dengan total 12 departemen pada bagian CTO (*Cash & Trade Operations Group*). Untuk menjawab perumusan masalah, tujuan dan hipotesis penelitian, maka analisis yang dipergunakan adalah analisis SEM (Structural Equation Modeling). Berdasarkan hasil SEM dapat disimpulkan bahwa kompensasi finansial tidak berpengaruh terhadap prestasi kerja. Kemudian kompensasi non finansial berpengaruh positif terhadap kepuasan karyawan. Sedangkan kompensasi finansial tidak berpengaruh terhadap kepuasan karyawan. Selain itu, kompensasi non finansial berpengaruh positif terhadap kepuasan karyawan dan prestasi kerja berpengaruh positif terhadap kepuasan karyawan.

Kata Kunci : Kompensasi Finansial, Kompensasi Non Finansial, Prestasi Kerja, Kepuasan Karyawan.



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ABSTRACT

The aim of this study is to determine the effectiveness of financial compensation and non financial compensation for job performance and job satisfaction at PT. Bank Mandiri Tbk. Data obtained from research in the form of survey research field and distributing questionnaires to 184 respondents/employees. This study use a whole population as a sample, or as known as census (saturated sample). The population in this study are the employees of PT. Bank Mandiri Tbk located in Central Jakarta, has as many as 184 employees from 8 departments with a total of 12 departments in the CTO (Cash & Trade Operations Group). To solve the formulation, objectives and hypotheses research, the method that being used on this study is analysis SEM (Structural Equation Modeling). Based on the result of SEM, it can be concluded that financial compensation does not affect job performance. Then non financial compensation had positive effect on job satisfaction. While financial compensation had a negative effect effect on job satisfaction. In addition, non financial compensation had a positive effect on job satisfaction and job performance had a positive effect to job satisfaction.

Keyword : Financial Compensation, Non Financial Compensation, Job Performance, Job Satisfaction.



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