

ABSTRACT

The excuse of this study is the low performance of employees caused by compensation that is not yet appropriate, many warnings from superiors that have an impact on the work climate as well as an increase in employee absence that affects work motivation. This study aims to examine the effect of compensation and work climate on work motivation and its implications for the performance of employees PT ABC.

This type of research is quantitative. The research population is all head office employees. The sampling technique used the proportionate stratified random sampling method. The number of samples is 80 respondents. Methods of data analysis with descriptive statistical tests, test the validity and reliability of data and hypothesis testing using the SmartPLS Version 3.0 for Windows.

The results of the study show that: (1) compensation does not have a significant effect while the work climate has a significant effect on work motivation; (2) work compensation and motivation have a significant direct effect on employee performance while the work climate does not have a direct significant effect on employee performance; (3) Work motivation does not mediate compensation for employee performance but mediates the work climate on employee performance.

Keywords: compensation, work climate, work motivation, employee performance.



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ABSTRAK

Latar belakang penelitian ini adalah rendahnya kinerja karyawan yang disebabkan oleh kompensasi yang belum sesuai, banyak teguran dari atasan yang berdampak pada iklim kerja serta peningkatan ketidakhadiran karyawan yang mempengaruhi motivasi kerja. Penelitian ini bertujuan untuk menguji pengaruh kompensasi dan iklim kerja terhadap motivasi kerja dan implikasinya terhadap kinerja karyawan PT ABC.

Jenis penelitian adalah kuantitatif. Populasi penelitian adalah seluruh karyawan kantor pusat. Teknik sampling menggunakan metode *proportionate stratified random sampling*. Jumlah sampel yaitu 80 responden. Metode analisis data dengan uji statistik deskriptif, uji validitas dan reliabilitas data serta uji hipotesis menggunakan program SmartPLS Versi 3.0 for Windows.

Hasil penelitian menunjukkan bahwa: (1) kompensasi tidak berpengaruh signifikan sedangkan iklim kerja berpengaruh signifikan terhadap motivasi kerja; (2) kompensasi dan motivasi kerja berpengaruh signifikan secara langsung terhadap kinerja karyawan sedangkan iklim kerja tidak berpengaruh signifikan secara langsung terhadap kinerja karyawan; (3) Motivasi kerja tidak memediasi kompensasi terhadap kinerja karyawan tetapi memediasi iklim kerja terhadap kinerja karyawan.

Kata Kunci: kompensasi, iklim kerja, motivasi kerja, kinerja karyawan.



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