

## **ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi langsung, kompensasi tidak langsung dan status karyawan terhadap kinerja karyawan. Jenis penelitian kuantitatif, dengan populasi seluruh karyawan di unit bisnis PT. XYZ. Teknik pengambilan sampel non probability dengan sampel jenuh. Analisa dengan regresi linier berganda. Disarankan perusahaan dapat memberikan insentif, tunjangan wajib, serta kejelasan status karyawan.

Kata kunci: Kompensasi langsung, kompensasi tak langsung, status karyawan, kinerja karyawan.



## **ABSTRAC**

*This study to determine the effect of direct compensation, indirect compensation and employee status on employee performance. Type of quantitative research, with a population of all employees in the business unit of PT. XYZ. Non probbabilty sampling technique with saturated sample. Analysis with multiple linear regression. It is recommended that companies provide incentives, mandatory benefits, and clarity of employee status.*

*Keywords : Direct compensation, indirect compensation, employee status, employee performance*

