

ABSTRACT

Research on the effect of Compensation, Leadership and Work Environment on Employee Performance. The object of this research is the employees of PT Bringin Srikandi Finance. Sample collection method using simple random sampling technique. This research was conducted using primary data. The sample of this study were employees who worked at PT Bringin Srikandi Finance. Sampling using nonprobability technique is saturated sample or often called total sampling because the number of employees is 86 people. This research was carried out quantitatively with multiple linear regression analysis method, by testing the statistical test hypothesis t.

Results showed that Compensation, Leadership and Work Environment together (simultaneously) had a significant positive effect on Employee Performance. Employee performance has an influence of 75% on compensation, leadership and work environment and the remaining 25% is influenced by other variables not explained in this study.

Keywords: Compensation, Leadership, Work Environment, and Employee Performance



ABSTRAK

Penelitian tentang pengaruh Kompensasi, Kepemimpinan dan Lingkungan Kerja terhadap Kinerja Karyawan. Objek penelitian ini adalah karyawan PT Bringin Srikandi Finance. Metode pengumpulan sampel dengan menggunakan teknik *simple random sampling*. Penelitian ini dilakukan dengan menggunakan data primer. Sampel penelitian ini adalah karyawan yang bekerja di PT Bringin Srikandi Finance. Pengambilan sampel menggunakan teknik *Nonprobabilitas* yaitu sampel jenuh atau sering disebut total *sampling* karena jumlah karyawan 86 orang. Penelitian ini dilakukan secara kuantitatif dengan metode analisis regresi linear berganda, dengan pengujian hipotesis uji statistik t.

Hasil penelitian menunjukkan bahwa Kompensasi, Kepemimpinan dan Lingkungan Kerja secara bersama-sama (simultan) berpengaruh positif signifikan terhadap Kinerja Karyawan. Kinerja karyawan memiliki pengaruh sebesar 75% terhadap kompensasi, kepemimpinan dan lingkungan kerja dan sisanya 25% dipengaruhi variabel lain yang tidak dijelaskan dalam penelitian ini.

Kata Kunci : Kompensasi, Kepemimpinan, Lingkungan Kerja, dan Kinerja Karyawan

