

ABSTRACT

Performance is the result obtained by an organization that is both profit oriented and non profit oriented organization that is produced over a period of time. This research was conducted at LP3I Jakarta Polytechnic employees, researchers wanted to know the factors that affect employee performance and limit the compensation factors, work environment and training. The sample collection method uses the proportionate stratified random sampling technique with the proportion of taking 81 respondents. This research was conducted quantitatively with multiple linear regression analysis method by testing the statistical test hypothesis t with SPSS version 25 tools. The results showed that 81.7% of employee performance was influenced by compensation variables, work environment and training. The remaining 18.3% is influenced by other factors outside of this study such as work motivation, discipline and employee engagement. Compensation, work environment and training together have a significant effect on the performance of Jakarta LP3I Polytechnic employees. This means that the greater the influence of compensation, work environment and training, the higher the employee's performance.

Keywords: *Compensation, Work Environment, Training and Employee Performance*



ABSTRAK

Kinerja adalah hasil yang diperoleh oleh suatu organisasi baik organisasi yang bersifat *profit oriented* dan *non profit oriented* yang dihasilkan selama satu periode waktu. Penelitian ini dilakukan pada karyawan Politeknik LP3I Jakarta, peneliti ingin mengetahui faktor-faktor yang mempengaruhi kinerja karyawan dan membatasi pada faktor kompensasi, lingkungan kerja dan pelatihan. Metode pengumpulan sampel menggunakan teknik *proportionate stratified random sampling* dengan proporsi pengambilan sampel 81 responden. Penelitian ini dilakukan secara kuantitatif dengan metode analisis regresi linear berganda dengan menguji hipotesis uji statistik t dengan alat bantu SPSS versi 25. Hasil penelitian menunjukkan bahwa 81,7% kinerja karyawan dipengaruhi oleh variabel kompensasi, lingkungan kerja dan pelatihan. Adapun sisanya 18,3% dipengaruhi oleh faktor lain diluar penelitian ini seperti motivasi kerja, disiplin dan employee engagement. Kompensasi, lingkungan kerja dan pelatihan secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan Politeknik LP3I Jakarta. Artinya semakin besar pengaruh kompensasi, lingkungan kerja dan pelatihan, maka semakin tinggi pula kinerja karyawan tersebut.

Kata kunci: Kompensasi, Lingkungan Kerja, Pelatihan dan Kinerja