

## **ABSTRACT**

*PT Asuransi Jiwa Bringin Jiwa Sejahtera (BRILife) Work performance achievement is calculated from Satuan Manajemen Kinerja (SMK), there is still part of performance which has low achievement so it has need to be improved. The purpose of this research is to find out and analyze the influence of the variable competence, training and compensation on work performance of headquarters staffs either partially or simultaneous. This type of research uses descriptive research and verification. Population of all staff in head office with organic employees status and pattern contract 2. Probability sampling technique with Simple Random Sampling method using Slovin approach, then the sample found 120 staff. Data analysis using Multiple Linear Regression. Findings showed that, simultaneously and partially competence, training and compensation had a significant impact on employee performance. Compensation was found to be dominant of all factors. Researcher suggested to give the staff chance to increase their social competences, facilitated them with proper training needed and also compensate them with non-financial reward. These all things could be one of the caution in reviewing compensation in order to improve performance and achieve the target.*

**Key Words:** *Competence, Training, Compensation, Work Performance*



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## ABSTRAK

Pencapaian kinerja staf PT. Asuransi Jiwa Bringin Jiwa Sejahtera (BRILife) berdasarkan penilaian Satuan Manajemen Kinerja (SMK) masih terdapat penilaian cukup dan kurang baik, sehingga perlu untuk ditingkatkan. Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh variabel kompetensi, pelatihan dan kompensasi terhadap kinerja staf kantor pusat baik secara parsial maupun simultan. Jenis penelitian deskriptif dan verifikatif. Populasi seluruh staf di Kantor pusat berstatus pegawai organik dan kontrak pola 2. Teknik pengambilan sampel probabilitas dengan metode Simple Random Sampling menggunakan pendekatan slovin, maka sampel ditemukan 120 staf. Analisa data menggunakan Regresi Linier Berganda. Hasil penelitian menunjukkan bahwa kompetensi, pelatihan dan kompensasi secara parsial dan simultan berpengaruh positif dan signifikan terhadap variabel kinerja. Pengaruh paling dominan ditunjukkan oleh variabel kompensasi. Penulis menyarankan agar memberikan kesempatan staf dalam meningkatkan kompetensi sosial, memberikan fasilitas pelatihan sesuai dengan kebutuhan dan bermutu serta memberikan ganjaran non finansial dapat menjadi salah satu perhatian dalam mengkaji kompensasi untuk meningkatkan kinerja dan mencapai target.

**Kata Kunci:** Kompetensi, Pelatihan, Kompensasi, Kinerja

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