

ABSTRACT

This study aims to examine and analyze the effect of financial compensation and non financial compensation on employee performance PT.Swalayan Sukses Abadi. The research data is primary data and secondary data for the observation period in 2015. The technique of collecting data through observation, the initial surveys, and questionnaires. The sampling method is simple random sampling. From a population of 300 respondents who meet the criteria to be sampled, with the formula slovin obtained 250 respondents. The analytical method used in this study using multiple linear regression and determination. Description of Research Variables include the validity and reliability as well as test the classical assumption of normality test, multicollinearity, heteroscedasticity test, and the linearity test. F test was also conducted, t test, correlation matrix between dimensions as well as the discussion of research results. The results showed financial compensation and non financial compensation together (simultaneously) significantly affect the performance of employees of PT.Swalayan Sukses Abadi. Partially financial compensation has a not significant negative effect on employee performance, whereas the non financial compensation has a significant positive effect on employee performance.

Keywords: Financial compensation, Non financial compensation, Employee Performance

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ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kompensasi finansial dan kompensasi non finansial terhadap kinerja karyawan PT.Swalayan Sukses Abadi. Data penelitian adalah data primer dan data sekunder untuk periode observasi tahun 2015. Teknik pengumpulan data melalui observasi, survei awal, dan penyebaran kuesioner. Metode sampling yang digunakan adalah *simple random sampling*. Dari populasi 300 responden yang memenuhi kriteria menjadi sampel, dengan rumus slovin didapatkan 250 responden. Metode analisis yang digunakan pada penelitian ini menggunakan regresi linier berganda dan determinasi. Deskripsi Variabel Penelitian meliputi uji validitas dan reliabilitas serta uji asumsi klasik yaitu uji normalitas, uji multikolinearitas, uji heteroskedastisitas, dan uji linearitas. Dilakukan juga uji F, uji t, matriks korelasi antar dimensi serta pembahasan hasil penelitian. Hasil penelitian menunjukkan kompensasi finansial dan kompensasi non finansial secara bersama-sama (simultan) berpengaruh secara signifikan terhadap kinerja karyawan PT. Swalayan Sukses Abadi. Secara parsial kompensasi finansial tidak berpengaruh signifikan negatif terhadap kinerja karyawan, sedangkan kompensasi non finansial berpengaruh signifikan positif terhadap kinerja karyawan..

Kata Kunci : kompensasi finansial, kompensasi non finansial, Kinerja Karyawan

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