

ABSTRACT

This study aims to examine and analyze the effect of motivation, commitment and compensation to the employee performance in PT Bank Mayapada Internasional at building Tower Sudirman. The population used in this study is 500 Bank Mayapada employee. The sampling method used was accidental sampling, with slovin equation there were 222 employee as the sample. The data analytical is multiple linear regression. Research shows that motivation positive and significant effect on the performance of employee at headquarters, as well as commitment and compensation significant positive effect on employee performance at headquarters. Research also shows that motivation, commitment and compensation (simultaneously) significantly influence employee performance at headquarters. The researchers suggest is that the motivation of achievement needs to be higher for the performance of employees in the central office over rise.

Keywords : Motivation, Commitment, Compensation, Employee Performance.



ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisa pengaruh Motivasi, Komitmen dan Kompensasi terhadap Kinerja Karyawan PT Bank Mayapada Internasional, Tbk yang bertempat di Gedung Mayapada Tower Sudirman. Jenis/Design penelitian menggunakan pendekatan kuantitatif. Populasi seluruh karyawan Kantor Pusat Mayapada Tower berjumlah 500 karyawan. Teknik pengambilan sampel adalah Accidental Sampling, dengan rumus Slovin maka ditemukan 222 karyawan sebagai sampel. Analisis data menggunakan regresi linier berganda. Hasil penelitian menunjukkan bahwa Motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan di kantor pusat, Komitmen berpengaruh positif dan signifikan terhadap kinerja karyawan, serta Kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan Kantor Pusat. Saran peneliti adalah agar motivasi kebutuhan berprestasi lebih ditingkatkan agar kinerja karyawan di Kantor Pusat lebih meningkat.

Kata Kunci : Motivasi, Komitmen, Kompensasi, Kinerja Karyawan

