

ABSTRAK

Penelitian bertujuan untuk menganalisis pengaruh kompensasi, pelatihan kerja dan stress kerja terhadap kinerja karyawan pada karyawan divisi produksi PT. Indosarana Loka Pratama. Populasi dalam penelitian ini adalah karyawan divisi produksi PT. Indosarana Loka Pratama yang berjumlah 78 karyawan. Sampel yang dipakai pada penelitian ini adalah sample jenuh yaitu mengambil sample kepada seluruh karyawan sebanyak 78 karyawan. Metode Analisis data pada penelitian ini menggunakan *Partial Least Square* (PLS). Hasil penelitian membuktikan bahwa variabel kompensasi, pelatihan kerja dan stress kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel pelatihan kerja mempunyai pengaruh paling besar terhadap kinerja karyawan, selanjutnya diikuti dengan variabel kompensasi dan stress kerja secara bersama – sama mempengaruhi kinerja karyawan. Variabel kompensasi, pelatihan kerja dan stress kerja sebesar 92,6 % sedangkan sisanya sebesar 7,4 % dipengaruhi oleh variabel lain diluar yang diteliti.

Kata Kunci : Kompensasi, Pelatihan Kerja, Stres Kerja dan Kinerja Karyawan



ABSTRACT

The study aims to analyze the effect of compensation, job training and work stress on employee performance in the employees of PT. Indosarana Loka Pratama. The population in this study were employees of the production division of PT. Indosarana Loka Pratama, amounting to 78 employees. The sample used in this study was a saturated sample that is taking a sample of all 78 employees. Methods of data analysis in this study using Partial Least Square (PLS). The results of the study prove that the variable compensation, job training and work stress have a positive and significant effect on employee performance. Job training variables have the greatest influence on employee performance, followed by compensation and work stress variables that together affect employee performance. The compensation, job training and job stress variables were 92.6% while the remaining 7.4% were affected by other variables outside of the study.

Keywords: Compensation, Job Training, Job Stress and Employee Performance

