ABSTRAK

Tujuan penelitian adalah untuk mengetahui pengaruh kompensasi, kepuasan kerja dan motivasi kerja terhadap kinerja karyawan divisi logistik PT. Marketama Indah Pulo Gadung Jakarta Timur. Penelitian ini merupakan penelitian kausal. Penelitian ini dilakukan di PT. Marketama Indah Pulo Gadung Jakarta Timur, dengan populasi seluruh karyawan yang berjumlah 150 karyawan. Sampel dalam penelitian ini adalah 109 karyawan dengan menggunakan rumus Solvin. Teknik pengumpulan data dilakukan dengan metode kuesioner. Uji validitas dan reliabilitas data formula korelasi *product moment* dari *pearson* dan *cronbach's alpha.* Teknik analisis data yang digunakan untuk menguji hipotesis adalah analisis regresi linier berganda. Berdasarkan hasil analisis data dapat diambil kesimpulan, (1) terdapat pengaruh yang positif dan signifikan pada kompensasi terhadap kinerja karyawan Divisi Logistik PT. Marketama Indah Pulo Gadung Jakarta Timur, (2) terdapat pengaruh yang positif dan signifikan pada kepuasan kerja terhadap kinerja karyawan Divisi Logistik PT. Marketama Indah Pulo Gadung Jakarta Timur, (3) terdapat pengaruh yang positif dan signifikan pada motivasi kerja terhadap kinerja karyawan Divisi Logistik PT. Marketama Indah Pulo Gadung Jakarta Timur.

Kata Kunci: Kompensasi, Kepuasan Kerja. Motivasi Kerja, Kinerja.

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ABSTRACT

He purpose of this study was to determine the effect of compensation, job satisfaction and work motivation on the performance of the logistics division employee of PT. Marketama Indah Pulo Gadung East Jakarta. This research is causal research. This research was conducted at PT. Marketama Indah Pulo Gadung East Jakarta, with a population of all 150 employees. The sample in this study was 109 employees using the Solvin formula. The technique of collecting data is done by using a questionnaire method. Test the validity and reliability of the product moment correlation formula data from Pearson and Cronbach's alpha. The data analysis technique used to test the hypothesis is multiple linear regression analysis. Based on the results of data analysis it can be concluded, (1) there is a positive and significant effect on compensation for the performance of the Logistics Division employees of PT. Marketama Indah Pulo Gadung East Jakarta, (2) there is a positive and significant effect on job satisfaction on the performance of the employees of the Logistics Division of PT. Marketama Indah Pulo Gadung East Jakarta, (3) there is a positive and significant influence on work motivation on the performance of the employees of the Logistics Division of PT. Marketama Indah Pulo Gadung East Jakarta.

Keywords: Compensation, Job Satisfaction. Work Motivation, Performance.