

ABSTRAK

Penelitian ini bertujuan untuk mengetahui faktor-faktor yang mempengaruhi kinerja karyawan PT Multi Artha Protasindo. Faktor-faktor tersebut diantaranya yaitu motivasi, kompensasi dan lingkungan kerja.

Pengujian hipotesis dilakukan dengan menyebarkan kuesioner sebanyak 64 karyawan PT Multi Artha Protasindo. Analisis yang digunakan yaitu uji analisis statistik deskriptif, uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji linieritas, uji koefisien determinasi, uji F Analysis of Variance (ANOVA), analisis regresi linier berganda, uji statistik t, dengan bantuan komputer program SPSS versi 21.

Berdasarkan hasil perhitungan data dan analisis yang digunakan, diperoleh persamaan regresi, yaitu:

$$KK = 0,219M + 0,260K + 0,541LK$$

Selanjutnya dilihat seberapa besar pengaruh motivasi (X1), kompensasi (X2), dan lingkungan kerja (X3) terhadap kinerja karyawan (Y) pada pengujian hipotesis. nilai Adjusted R Square (R^2) adalah 0,919 yang artinya 91,9% kinerja karyawan dapat dijelaskan oleh variabel motivasi (X1), kompensasi (X2) dan lingkungan kerja (X3). Sedangkan 8,1% dijelaskan oleh variabel lain yang tidak dimasukkan dalam penelitian ini.

Penelitian ini membuktikan bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan. kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: motivasi, kompensasi, lingkungan kerja dan kinerja karyawan

ABSTRACT

The purpose of this study is to investigate the elements that influence the performance of PT Multi Artha Protasindo personnel. Motivation, compensation, and the work environment are some of these elements.

The hypothesis was tested by giving questionnaires to 64 PT Multi Artha Protasindo employees. With the help of the SPSS version 21 computer program, the descriptive statistical analysis test, validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, linearity test, coefficient of determination test, F Analysis of Variance (ANOVA) test, multiple linear regression analysis, and t statistical test were used.

The regression equation is obtained based on the outcomes of the data calculation and analysis utilized, namely:

KK 0,219M+0,260K+0,541LK

Furthermore, the test hypothesis shows how much motivation (X1), compensation (X2), and work environment (X3) influence employee performance (Y). The adjusted R Square (R2) value is 0.919, which suggests that the factors of motivation (X1), compensation (X2), and work environment can explain 91.9 percent of employee performance (X3). Other variables not included in this study account for 8.1 percent of the variance.

This study proves that motivation has a positive and significant effect on employee performance. Compensation has a positive and significant effect on employee performance. Work environment has a positive and significant effect on employee performance.

Keywords: motivation, compensation, work environment, and employee performance