

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Lingkungan Kerja, Kepuasan Kerja dan Kompensasi terhadap Kinerja Karyawan, penelitian ini dilakukan dengan menggunakan metode deskriptif. Objek Penelitian adalah karyawan di PT. Inovasi Daya Solusi sebanyak 30 Responden. Pendekatan yang digunakan dalam penelitian ini adalah Structural Equation Model (SEM) dengan alat analisis Smart Partial Least Square (Smart-PLS). Hasil penelitian menunjukkan Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Kompensasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan.

Kata Kunci : Lingkungan Kerja, Kepuasan Kerja, Kompensasi, Kinerja Karyawan



ABSTRACT

This study aims to examine and analyze the effect of the work environment, work objectives and compensation on performance, this research was conducted with a descriptive method. The object of research is employees at PT. Innovation Power Solutions as many as 30 Respondents. The approach used in this research is Structural Equation Model (SEM) with Smart Partial Least Square (Smart-PLS) analysis tool. The results showed that the work environment had a positive and significant effect on employee performance. Job satisfaction has a positive and significant effect on employee performance. Compensation has a positive and significant effect on employee performance.

Keywords : Work Environment, Job Satisfaction, Compensation, Employee Performance

