

ABSTRACT

The success of the organization in achieving the goals and facing competition in the era of global competition is determined by the employee performance factor, so it is very important for the organization to always improve the performance of its employees. This study aims to examine and analyze the effects of compensation, career development and competence on employee performance at the Transmission Division of PT. SCM. The type of research is quantitative research with survey method. Primary data were obtained through questionnaires. The population is all employees in the transmission division of PT. SCM. Samples were taken based on calculations using Slovin formula of 81 employees. The sampling technique using simple random sampling. The method of analysis is multiple linear regression. The results showed that partially compensation has a significant effect on employee performance, partially career development has no significant effect on employee performance, and partially competence has a significant effect on employee performance. The results also show simultaneously that compensation, career development and competence have a significant effect on employee performance. Competence is the variable that has the most significant influence on employee performance.

Keywords: Compensation, Career Development, Competence, Employee Performance



ABSTRAK

Keberhasilan organisasi dalam mencapai tujuan dan menghadapi kompetisi pada era persaingan global sangat ditentukan oleh faktor kinerja karyawan, sehingga sangat penting bagi organisasi untuk selalu meningkatkan kinerja karyawannya. Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh kompensasi, pengembangan karir dan kompetensi terhadap kinerja karyawan pada Divisi Transmisi PT. SCM. Jenis penelitian yaitu penelitian kuantitatif dengan metode survei. Data primer didapat melalui penyebaran kuesioner. Populasi adalah seluruh karyawan pada divisi transmisi PT. SCM. Sampel diambil berdasarkan perhitungan menggunakan rumus *Slovin* sebanyak 81 karyawan. Teknik pengambilan sampel menggunakan *simple random sampling*. Metode analisis yaitu regresi linier berganda. Hasil penelitian menunjukkan bahwa secara parsial kompensasi berpengaruh signifikan terhadap kinerja karyawan, secara parsial pengembangan karir tidak berpengaruh signifikan terhadap kinerja karyawan, dan secara parsial kompetensi berpengaruh signifikan terhadap kinerja karyawan. Hasil penelitian juga menunjukkan secara simultan bahwa kompensasi, pengembangan karir dan kompetensi berpengaruh signifikan terhadap kinerja karyawan. Kompetensi merupakan variabel yang mempunyai pengaruh paling signifikan terhadap kinerja karyawan.

Kata kunci: Kompensasi, Pengembangan Karir, Kompetensi, Kinerja Karyawan

