

ABSTRACT

The objective of this research is to know how the effects of compensation, supervising, and development on employee performance in RSCM Kencana Jakarta. Researchers took samples in the study were 44 with a survey methode to research the influence of compensation, supervision, and employee development to the employee performance. Compensation have positive influence and the most significance variable to performance, followed by supervising, and development.

The most significance influence of dimension is employee development, employee centeredness, and true compensation.

Keywords: Compensation, Supervision, Employee Development, Performance.



ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui bagaimana pengaruh kompensasi, pengawasan, dan pengembangan terhadap kinerja pegawai RSCM Kencana Jakarta. Peneliti mengambil sampel sebanyak 44 dengan metode survei untuk meneliti pengaruh kompensasi, pengawasan, dan pengembangan pegawai terhadap kinerja. Variabel kompensasi merupakan variabel yang sangat berpengaruh nyata terhadap kinerja pegawai diikuti variabel pengawasan, dan pengembangan. Dimensi yang paling berpengaruh nyata terhadap kinerja adalah pengembangan tenaga kerja, *employee centeredness*, dan kompensasi langsung.

Kata Kunci: Kompensasi, Pengawasan, Pengembangan Karyawan, Kinerja.

