

ABSTRACT

Compensation, job motivation, and job satisfaction balance are directly related to employee performance. Compensation, job motivation, and job satisfaction perceived by employees can reduce performance or improve employee performance. This study aims to determine the effect of compensation, job motivation, and job satisfaction on employee performance. The number of samples determined by 54 respondents by using purposive sampling method. As independent variable, that is compensation, job motivation, and job satisfaction, while the dependent variable is employee performance. The analysis used included validity test, reliability test, classical assumption test, multiple linear regression analysis test and hypothesis testing.

The results of the analysis showed that the variables of compensation, job motivation, and job satisfaction have a positive effect on employee performance. The result of analysis shows that 69 percent of employee performance variable is influenced by compensation, job motivation, and job satisfaction, while 31 percent is influenced by other factors that are not examined.

Keyword : Compensation, Job Motivation, Job Satisfaction, Employee Performance



ABSTRAK

Kompensasi, motivasi kerja, dan kepuasan kerja sangat berkaitan langsung dengan kinerja karyawan. Kompensasi, motivasi kerja, dan kepuasan kerja yang dirasakan oleh karyawan dapat menurunkan kinerja ataupun meningkatkan kinerja karyawan. Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, motivasi kerja, dan kepuasan kerja terhadap kinerja karyawan. Jumlah sampel yang ditetapkan sebanyak 54 responden dengan menggunakan metode *purposive sampling*. Sebagai variabel independen, yaitu kompensasi, motivasi kerja, dan kepuasan kerja, sedangkan variabel dependennya adalah kinerja karyawan. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, uji analisis regresi linier berganda dan pengujian hipotesis.

Hasil analisis menunjukkan bahwa variabel kompensasi, motivasi kerja, dan kepuasan kerja berpengaruh positif terhadap kinerja karyawan. Hasil analisis menunjukkan bahwa 69 persen variabel kinerja karyawan dipengaruhi variabel kompensasi, motivasi kerja, dan kepuasan kerja *balance*, sedangkan 31 persen dipengaruhi oleh faktor lain yang tidak diteliti.

Kata kunci : Kompensasi, Motivasi Kerja, Kepuasan Kerja, Kinerja Karyawan.

