

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Kompensasi Kerja, Beban Kerja, Kerjasama Tim Terhadap Kinerja Karyawan Divisi Operasional Laut pada Fasdeli Group. Populasi dalam penelitian ini adalah 86 Karyawan Fasdeli Group. Pengambilan Sampel sebanyak 86 responden divisi operasional laut dengan menggunakan Teknik Sampling Jenuh. Sampling Jenuh adalah teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel. Metode Analisis Data menggunakan *Structural Equation Model – Partial Least Square* (SEM-PLS) *software SmartPls3*. Hasil Penelitian ini menunjukkan bahwa Kompensasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, Beban Kerja berpengaruh negatif dan Signifikan terhadap Kinerja Karyawan, Kerjasama Tim berpengaruh positif dan signifikan terhadap Kinerja Karyawan.

**Kata Kunci : Kompensasi, Beban Kerja, Kerjasama Tim, Kinerja Karyawan.**

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## **ABSTRACT**

*This research aims to Analyze The Influence Of Work Compensation, Work Load, Teamwork On Employee Performance In The Marine Operational Division At The Fasdeli Group. The population in this study were 86 Fasdeli Group employees. Samples were taken of 86 respondents from the marine operational division using the Saturated Sampling Technique. Saturated sampling is a sampling technique when all members of the population are used as samples. Data Analysis Method uses Structural Equation Model - Partial Least Square (SEM-PLS) SmartPls3 software. The results of this research show that Compensation has a positive and significant effect on Employee Performance, Workload has a negative and significant effect on Employee Performance, Teamwork has a positive and significant effect on Employee Performance.*

**Keywords:** *Compensation, Workload, Teamwork, Employee Performance.*

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