

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Kompensasi, Lingkungan Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Securindo Packatama Indonesia Pondok Indah Mall, Jakarta Selatan. Populasi dalam penelitian ini adalah karyawan bagian staf pelayanan pos (SPP) di PT. Securindo Packatama Indonesia Pondok Indah Mall, Jakarta Selatan. Sampel pada penelitian ini sebanyak 60 responden. Metode penarikan sample menggunakan *non-probability sampling* berdasarkan sample jenuh. Metode pengumpulan data menggunakan metode *survey* instrumen penelitian kuisioner. Metode penelitian kuantitatif, kausalitas dengan pendekatan Analisis Jalur. Metode analisis data menggunakan *Structural Equation Model* (SEM) dengan alat analisis *Smart Partial Least Square* versi 4.0. Hasil penelitian menunjukkan bahwa 1) Kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Securindo Packatama Indonesia. 2) Lingkungan Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Securindo Packatama Indonesia. 3) Motivasi Kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Securindo Packatama Indonesia.

Kata Kunci : Kompensasi, Lingkungan Kerja, Motivasi Kerja, Kinerja Karyawan, PT. Securindo Packatama Indonesia



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ABSTRACT

This study aims to analyze the effect of compensation, work environment, and work motivation on employee performance at PT. Securindo Packatama Indonesia Pondok Indah Mall, South Jakarta. The population in this study were employees of the postal service staff (SPP) at PT. Securindo Packatama Indonesia Pondok Indah Mall, South Jakarta. The sample in this study was 60 respondents. The sampling method used non-probability sampling based on saturated samples. The data collection method used a survey method with a questionnaire research instrument. Quantitative research methods, causality with the Path Analysis approach. The data analysis method used the structural equation model (SEM) with the Smart Partial Least Square analysis tool version 4.0. The results of this study that 1) Compensation has a positive and significant effect on the performance of employees of PT. Securindo Packatama Indonesia. 2) Work environment has a positive and significant effect on the performance of employees of PT. Securindo Packatama Indonesia. 3) Work Motivation has a positive and significant effect on the performance of employees of PT. Securindo Packatama Indonesia.

Keywords: Compensation, Work Environment, Work Motivation, Employee Performance, PT. Securindo Packatama Indonesia



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