

ABSTRAK

Dalam penelitian ini, penulis mengambil judul “Pengaruh Iklim Organisasi, Kompensasi Finansial, dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Tirta Investama”. Tujuan dalam penelitian adalah untuk mengetahui tanggapan karyawan mengenai iklim organisasi, kompensasi finansial, dan motivasi kerja terhadap kinerja karyawan PT. Tirta Investama. Data diperoleh melalui survey dengan menyebarkan kuesioner kepada 78 responden/karyawan. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah *convenience sampling* dan metode analisis yang digunakan adalah regresi linear berganda. Dari hasil penelitian ini menunjukkan bahwa secara parsial variabel iklim organisasi berpengaruh signifikan terhadap kinerja karyawan, variabel kompensasi finansial berpengaruh signifikan terhadap kinerja karyawan, dan variabel motivasi kerja berpengaruh signifikan terhadap kinerja karyawan. Iklim organisasi, kompensasi finansial, dan motivasi kerja secara bersama-sama (simultan) berpengaruh secara signifikan terhadap kinerja karyawan pada PT. Tirta Investama Ciputat.

Kata kunci: Iklim Organisasi, Kompensasi Finansial, Motivasi Kerja dan Kinerja Karyawan

ABSTRACT

In this research, authors take title about "The Influence of Organization Climate, Financial Compensation and Work Motivation to Employee Performance of PT. Tirta Investama". The purpose of this research is to find the response of employees about the influence of organization climate, financial compensation, and work motivation on employee performance of PT. Tirta Investama. Data were obtained through a survey by distributing questionnaires to 78 respondents/employees. The sampling technique used is convenience sampling and analytical methods used are multiple regression linear. The results of this research show that in partially climate organizations has significant influence to employee performance, financial compensation has significant influence to employee performance, and work motivation has significant influence to employee performance. Organization climate, financial compensation, and work motivation simultaneously has significant influence to Employee Performance of PT. Tirta Investama Ciputat.

Keyword: Organization Climate, Financial Compensation, Work Motivation, Employee Performance