

## **ANALISIS SISTEM KOMPENSASI DI PT JAVA CONNECTION DIY**

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### **Abstrak**

Penelitian ini dilakukan di PT Java Connection DIY. Tujuan dari penelitian ini untuk mengetahui sistem kompensasi di PT Java Connection DIY. Kompensasi memiliki enam indikator yaitu gaji, insentif, bonus, tunjangan, pekerjaan dan lingkungan kerja. Penelitian ini menggunakan metode kuantitatif. Responden dalam penelitian ini adalah karyawan dari PT Java Connection DIY yang berjumlah 30 orang. Analisis data dalam penelitian menggunakan uji validitas, uji reliabilitas dan rata-rata aritmatika. Berdasarkan nilai total rata-rata penelitian ini menunjukkan bahwa sistem kompensasi di PT Java Connection DIY termasuk dalam kategori setuju dengan nilai total rata-rata 2,50 dengan indikator yang memberikan kontribusi yaitu indikator gaji dengan rata-rata 2,27, indikator insentif dengan rata-rata 2,26, indikator bonus dengan rata-rata 2,27, indikator tunjangan dengan rata-rata 2,54, indikator pekerjaan dengan rata-rata 2,85 dan indikator lingkungan kerja dengan rata-rata 2,86.

**Kata Kunci:** *Kompensasi, Karyawan*

 22/4 '24

## ***ANALYSYS OF THE COMPENSATION SYSTEM AT PT JAVA CONNECTION DIY***

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### ***Abstract***

*This research was conducted at PT Java Connection DIY. The purpose of this research is to determine the compensation system at PT Java Connection DIY. Compensation has six indicators, namely salary, incentives, bonuses, allowances, work and work environment. This research uses quantitative methods. The respondents in this research were 30 employees from PT Java Connection DIY. Data analysis in research uses validity tests, reliability tests and arithmetic average. Based on the total average value, this research shows that the compensation system at PT Java Connection DIY is included in the agree category with an average total value of 2.50 with indicators that contribute in the form of salary indicators with an average of 2.27, incentive indicators with an average of 2.26, bonus indicators with an average of 2.27, benefits indicators with an average of 2.54, employment indicators with an average of 2.85 and work environment indicators with an average of 2.86.*

***Keywords:*** *Compensaation, Employee*