

PENGARUH KOMPENSASI DAN MOTIVASI TERHADAP KINERJA KARYAWAN PT MADUBARU YOGYAKARTA

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Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh kompensasi dan motivasi terhadap kinerja karyawan secara parsial, dan mengetahui pengaruh kompensasi dan motivasi terhadap kinerja pegawai secara simultan. Penelitian dilakukan di PT Madubaru Yogyakarta, dengan jumlah sampel penelitian 83 responden yang merupakan karyawan tetap PT Madubaru Yogyakarta. Metode pengambilan sampel adalah *probability sampling*. Metode pengumpulan data dilakukan dengan kuesioner. Metode analisis yang digunakan adalah deskriptif kuantitatif dengan menggunakan program SPSS versi 20.0. Teknik analisis data yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik, dan analisis regresi linear berganda. Hasil regresi linear berganda menunjukkan variabel kompensasi berpengaruh secara signifikan terhadap kinerja karyawan dengan nilai sig $0,001 < 0,05$. Variabel motivasi menunjukkan nilai sig $0,183 > 0,05$ hal ini berarti motivasi tidak berpengaruh secara signifikan terhadap kinerja karyawan. Hasil F hitung sebesar $18,949 > F$ tabel, artinya terdapat pengaruh signifikan antara variabel kompensasi dan motivasi secara simultan terhadap kinerja karyawan. Hasil uji determinasi menunjukkan terdapat pengaruh sebesar 30,40% dari variabel independen (kompensasi dan motivasi) terhadap variabel dependen (kinerja pegawai). Sedangkan sisanya yaitu 69,60 % variasi kinerja pegawai dijelaskan oleh variabel lain di luar penelitian.

Kata Kunci: *Kompensasi, Motivasi, Kinerja Karyawan*

THE EFFECT OF COMPENSATION AND MOTIVATION ON EMPLOYEES PERFORMANCE PT MADUBARU YOGYAKARTA

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Abstract

This research is conducted to know the effect of compensation and motivation on employee performance partially, and to know the effect of compensation and motivation on employee performance simultaneously. The research was conducted at PT Madubaru Yogyakarta, with a total sample of 83 respondents who are permanent employees of PT Madubaru Yogyakarta. The sampling method is Probability sampling by giving equal opportunities to each member of the population. The method of data collection is done by questionnaire. The analytical method used is descriptive quantitative using the SPSS version 20.0 program. Data analysis techniques used include validity test, reliability test, classic assumption test, and multiple linear regression analysis. Multiple linear regression results show that compensation variables have a significant effect on employee performance with a sig value of $0.001 < 0.05$. The motivation variable shows a sig value of $0.183 > 0.05$, this means that motivation does not significantly influence employee performance. The result of F count is $18.949 > F$ table, meaning that there is a significant effect between the variable compensation and motivation simultaneously on employee performance. The results of the determination test show there is an effect of 30.40% of the independent variable (compensation and motivation) on the dependent variable (employee performance). While the remaining 69.60% variations in employee performance are explained by other variables outside the research.

Keywords: *Compensation, Motivation, Employee Performance*