

ABSTRAK

Peneliti ini bertujuan untuk menganalisis secara simultan pengaruh kompensasi, motivasi kerja, komitmen organisasi, dan lingkungan kerja terhadap kinerja karyawan, pengaruh kompensasi terhadap kinerja karyawan, pengaruh motivasi kerja terhadap kinerja karyawan, pengaruh komitmen organisasi terhadap kinerja karyawan dan pengaruh lingkungan kerja terhadap kinerja karyawan. Penelitian ini menggunakan metode survei dengan menyebarkan kuesioner secara langsung kepada sampel. Populasi dalam penelitian ini berjumlah 44 karyawan, yaitu para karyawan yang bekerja di PT. Sinar Sentosa Primatama di Kota Jambi. Sampel yang diambil berjumlah 44 responden menggunakan teknik sampling jenuh. Metode analisis data menggunakan analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa (1) kompensasi, motivasi kerja, komitmen organisasi, dan lingkungan kerja berppengaruh secara simultan terhadap kinerja karyawan (2) kompensasi berpengaruh terhadap kinerja karyawan (3) motivasi kerja berpengaruh terhadap kinerja karyawan (4) komitmen organisasi tidak berpengaruh terhadap kinerja karyawan (5) lingkungan kerja tidak berpengaruh terhadap kinerja karyawan.

Kata Kunci : kompensasi, motivasi kerja, komitmen organisasi, lingkungan kerja, dan kinerja karyawan.

ABSTRACT

The study aims to simultaneously analyze the effect of compensation, work motivation, organizational commitment, and work environment on employee performance, the effect of compensation on employee performance, the effect of work motivation on employee performance, the effect of organizational commitment on employee performance, and the influence of the work environment on employee performance. This study uses a survey method by distributing questionnaires directly to the sample. The population in this study amounted to 44 employees, namely employees who work at PT. Sinar Sentosa Primatama in Jambi City. The sample taken was 44 respondents using saturated sampling technique. The data analysis method used multiple linear regression analysis. The results of this study indicate that (1) compensation, work motivation, organizational commitment and work environment have a simultaneous effect on employee performance (2) compensation has an effect on employee performance (3) work motivation has an effect on employee performance (4) organizational commitment has no effect on employee performance (5) work environment has no effect on employee performance.

Keywords : compensation, work motivation, organizational commitment, work environment, and employee performance.