

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi terhadap kinerja karyawan outsourcing di PT. Jaya Wira Manggala, serta menguji peran sistem kerja outsourcing sebagai variabel intervening dalam hubungan tersebut. Permasalahan utama yang diangkat dalam penelitian ini berkaitan dengan ketidakpastian status pekerjaan dan ketidakpuasan kompensasi yang dirasakan oleh karyawan outsourcing, khususnya yang bekerja sebagai Satpam di PTPN IV Regional 4 Provinsi Jambi. Penelitian ini menggunakan pendekatan kuantitatif dengan pengumpulan data melalui kuesioner dari 72 responden. Hasil analisis menunjukkan bahwa kompensasi memiliki pengaruh positif dan signifikan terhadap sistem kerja outsourcing, dengan nilai koefisien jalur sebesar 0,863; t-statistik 31,680; dan p-value 0,000. Selanjutnya, sistem kerja outsourcing juga menunjukkan pengaruh positif dan signifikan terhadap kinerja karyawan outsourcing (koefisien jalur 0,423; t-statistik 3,261; p-value 0,001). Selain itu, kompensasi secara langsung berpengaruh positif dan signifikan terhadap kinerja karyawan outsourcing (koefisien jalur 0,513; t-statistik 4,004; p-value 0,000). Sistem kerja outsourcing juga terbukti memediasi secara signifikan hubungan antara kompensasi dan kinerja karyawan outsourcing (indirect effect 0,365; t-statistik 3,162; p-value 0,002). Temuan ini menegaskan bahwa pengelolaan sistem kerja outsourcing secara profesional berperan penting dalam memperkuat pengaruh kompensasi terhadap peningkatan kinerja karyawan outsourcing.

Kata Kunci: Kompensasi, Sistem Kerja Outsourcing, Kinerja Karyawan, Variabel Intervening, PT. Jaya Wira Manggala.

ABSTRACT

This study aims to analyze the effect of compensation on the performance of outsourcing employees at PT. Jaya Wira Manggala, as well as to examine the role of the outsourcing work system as an intervening variable in this relationship. The main issues addressed in this research involve job status uncertainty and dissatisfaction with compensation experienced by outsourcing employees, particularly those working as security personnel at PTPN IV Regional 4, Jambi Province. A quantitative approach was applied, with data collected through questionnaires from 72 respondents. The analysis results indicate that compensation has a positive and significant effect on the outsourcing work system, with a path coefficient of 0.863; t-statistic 31.680; and p-value 0.000. Furthermore, the outsourcing work system has a positive and significant effect on employee performance (path coefficient 0.423; t-statistic 3.261; p-value 0.001). Compensation also directly influences employee performance positively and significantly (path coefficient 0.513; t-statistic 4.004; p-value 0.000). Additionally, the outsourcing work system significantly mediates the relationship between compensation and employee performance (indirect effect 0.365; t-statistic 3.162; p-value 0.002). These findings highlight the importance of professionally managing the outsourcing work system to strengthen the effect of compensation on improving outsourcing employees' performance.

Keywords: *Compensation, Outsourcing Work System, Employee Performance, Intervening Variable, PT. Jaya Wira Manggala.*