

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh Kompensasi, *Attitude* Kepemimpinan, dan Pengembangan Karier terhadap Kinerja Karyawan PT. Bentoel Distribusi Utama bagian *Sales Representative* Kantor Cabang Surabaya baik secara simultan maupun parsial. Populasi dalam penelitian ini adalah karyawan bagian *Sales Representative* PT. Bentoel Distribusi Utama Kantor Cabang Surabaya sejumlah 68 orang. Sampel ditentukan dengan teknik sampling jenuh, sehingga sampel dalam penelitian ini adalah karyawan bagian *Sales Representative* PT. Bentoel Distribusi Utama Kantor Cabang Surabaya sejumlah 68 orang. Teknik pengumpulan data dengan menggunakan kuesioner. Teknik analisis datanya adalah regresi linier berganda. Hasil penelitian menunjukkan bahwa: 1) Kompensasi, *Attitude* Kepemimpinan, dan Pengembangan Karier secara simultan berpengaruh signifikan terhadap Kinerja Karyawan. Kompensasi, *attitude* kepemimpinan, dan pengembangan karier mampu memberikan pengaruh terhadap perubahan yang terjadi pada kinerja karyawan sebesar 83,7%. Sedangkan sisanya sebesar 16,3% perubahan kinerja karyawan dipengaruhi oleh variabel lain yang tidak dimasukkan ke dalam penelitian ini, seperti kompetensi, budaya organisasi, lingkungan kerja, motivasi, dan lain-lain; 2) Kompensasi, *Attitude* Kepemimpinan, dan Pengembangan Karier secara simultan berpengaruh signifikan terhadap Kinerja Karyawan; 3) Kompensasi yang memberikan pengaruh paling dominan terhadap kinerja karyawan.

Kata Kunci: Kompensasi; *Attitude* Kepemimpinan; Pengembangan Karier; Kinerja Karyawan

ABSTRACT

This study aims to examine the effect of Compensation, Leadership Attitude, and Career Development on Employee Performance at PT. Bentoel Distribusi Utama of Sales Representative Division at Surabaya Branch Office, both simultaneously and partially. The population in this study were Sales Representative of PT. Bentoel Distribusi Utama at Surabaya Branch Office amount 68 people. The sample is determined by the saturated sampling technique, so the sample in this study is the Sales Representative of PT. Bentoel Distribusi Utama at Surabaya Branch Office amount 68 people. Data collection techniques using a questionnaire. The data analysis technique is multiple linear regression. The results of the study show that: 1) Compensation, Attitude of Leadership, and Career Development simultaneously have a significant effect on Employee Performance. Compensation, leadership attitude, and career development can influence on employee performance by 83.7%. While the remaining 16.3% changes in employee performance are influenced by other variables not included in this study, such as competence, organizational culture, work environment, motivation, etc.; 2) Compensation, Attitude of Leadership, and Career Development simultaneously have a significant effect on Employee Performance; 3) Compensation that gives the most dominant influence on employee performance.

Keywords: Compensation; Leadership Attitude; Career Development; Employee performance