

ABSTRAK

Penelitian ini membahas tentang Pengaruh Kompensasi, dan Kompetensi Terhadap Kepuasan Kerja dan Dampaknya Terhadap Prestasi Kerja Karyawan PT. Delta Jaya Mas Gresik. Populasi dalam penelitian ini adalah seluruh karyawan Karyawan di PT. Delta Jaya Mas Gresik yang beralamat di Jl. Raya Cangkir KM. 21, Driyorejo, Bambe, Driyorejo Kabupaten Gresik yang berjumlah 275 orang. Teknik pengambilan sampel menggunakan *purposive sampling*. Sampel dalam penelitian ini adalah seluruh karyawan yang berada pada level staf dengan status sebagai karyawan tetap di karyawan di PT. Delta Jaya Mas Gresik yang berjumlah 50 orang. Metode analisis penelitian ini menggunakan analisis jalur berbasis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa: (1) Kompensasi dan kompetensi berpengaruh secara parsial berpengaruh langsung dan signifikan terhadap kepuasan kerja karyawan di PT. Delta Jaya Mas Gresik dengan kontribusi langsung masing-masing sebesar 65,6% dan 77,5%. (2) Kompensasi, kompetensi, dan kepuasan kerja secara parsial berpengaruh langsung dan signifikan terhadap prestasi kerja karyawan di PT. Delta Jaya Mas Gresik dengan kontribusi langsung masing-masing sebesar 33,6%, 44,5%, dan 59,4%. (3) Kompensasi berpengaruh tidak langsung tidak signifikan terhadap prestasi kerja melalui kepuasan kerja karyawan di PT. Delta Jaya Mas Gresik. (4) Kompetensi berpengaruh tidak langsung signifikan terhadap prestasi kerja melalui kepuasan kerja karyawan di PT. Delta Jaya Mas Gresik dengan kontribusi tidak langsung sebesar 46%.

Kata kunci: Kompensasi, Kompetensi, Kepuasan Kerja, Prestasi Kerja

ABSTRACT

This study discusses the effect of compensation, and competence on job satisfaction and its impact on employee performance in PT. Delta Jaya Mas Gresik. The population in this study were all employees at PT. Delta Jaya Mas Gresik having its address at Jl. Raya Cup KM. 21, Driyorejo, Bambe, Driyorejo Gresik Regency totaling 275 people. The sampling technique uses purposive sampling. The sample in this study were all employees at the staff level with status as permanent employees in employees at PT. Delta Jaya Mas Gresik, amounting to 50 people. The method of analysis of this study uses path analysis based on multiple linear regression. The results of this study indicate that: (1) Compensation and competence have a partially direct and significant effect on employee job satisfaction at PT. Delta Jaya Mas Gresik with direct contributions of 65.6% and 77.5%, respectively. (2) Compensation, competence, and job satisfaction partially have a direct and significant effect on employee work performance at PT. Delta Jaya Mas Gresik with direct contributions of 33.6%, 44.5%, and 59.4%, respectively. (3) Compensation does not have a significant indirect effect on work performance through employee job satisfaction at PT. Delta Jaya Mas Gresik. (4) Competency has an indirect significant effect on work performance through employee job satisfaction at PT. Delta Jaya Mas Gresik with an indirect contribution of 46%.

Keywords: Compensation, Competence, Job Satisfaction, Job Performance