

ABSTRAK

Penelitian ini dilakukan di PT. Usaha Gedung Mandiri Regional Surabaya dengan tujuan untuk (1) menguji dan menganalisis pengaruh budaya organisasi, kepemimpinan dan kompensasi berpengaruh secara simultan terhadap kinerja karyawan PT. Usaha Gedung Mandiri Regional Surabaya, (2) menguji dan menganalisis pengaruh budaya organisasi, kepemimpinan dan kompensasi berpengaruh secara parsial terhadap kinerja karyawan PT. Usaha Gedung Mandiri Regional Surabaya, (3) menguji dan menganalisis diantara variabel budaya organisasi, kepemimpinan dan kompensasi yang berpengaruh dominan terhadap kinerja karyawan PT. Usaha Gedung Mandiri Regional Surabaya. Sampel dalam penelitian ini sebanyak 70 orang. Teknik pengumpulan data menggunakan kuisioner dengan skala Likert; dan metode analisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan (1) budaya organisasi, kepemimpinan dan kompensasi berpengaruh secara simultan terhadap kinerja karyawan PT. Usaha Gedung Mandiri Regional Surabaya, (2) budaya organisasi, kepemimpinan dan kompensasi berpengaruh secara parsial terhadap kinerja karyawan PT. Usaha Gedung Mandiri Regional Surabaya, (3) kompensasi berpengaruh dominan terhadap kinerja karyawan PT. Usaha Gedung Mandiri Regional Surabaya.

Kata-kata kunci : budaya organisasi, kepemimpinan, kompensasi, kinerja karyawan.

ABSTRACT

This research was conducted at PT. Usaha Gedung Mandiri Regional Surabaya with the aim of (1) examining and analyzing the influence of organizational culture, leadership and compensation simultaneously on the performance of employees PT. Usaha Gedung Mandiri Regional Surabaya, (2) testing and analyzing the influence of organizational culture, leadership and compensation partially influence the performance of employees of PT. Usaha Gedung Mandiri Regional Surabaya, (3) tested and analyzed the variables of organizational culture, leadership and compensation which had a dominant influence on the performance of the employees of PT. Usaha Gedung Mandiri Regional Surabaya. The sample in this study were 70 people. The data collection technique used a questionnaire with a Likert scale; and the method of analysis using multiple linear regression analysis. The results showed (1) organizational culture, leadership and compensation had a simultaneous effect on the performance of the employees of PT. Usaha Gedung Mandiri Regional Surabaya, (2) organizational culture, leadership and compensation partially influence the performance of employees of PT. Usaha Gedung Mandiri Regional Surabaya , (3) compensation has a dominant effect on the performance of employees of PT. Usaha Gedung Mandiri Regional Surabaya.

Key words: organizational culture, leadership, compensation, employee performance.