

ABSTRAK

Penelitian ini dimaksudkan untuk mengetahui pengaruh kompensasi, semangat kerja dan *team work* terhadap kinerja karyawan pada PT. Citilink Indonesia di Surabaya. Penelitian ini dilakukan dengan menggunakan pendekatan kuantitatif yaitu penelitian yang menitikberatkan pada pengujian hipotesa dengan alat analisa metode statistik dan menghasilkan kesimpulan yang dapat digeneralisasikan. Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan PT. Citilink Indonesia di Surabaya yang berjumlah 33 orang staff atau karyawan (unsur pimpinan tidak dimasukkan sebagai populasi). Teknik pengambilan sampel dalam penelitian ini adalah *sampling jenuh* (sensus) yaitu teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel. Sampel yang digunakan dalam penelitian ini adalah 33 responden. Alat uji yang digunakan adalah teknik analisis regresi linier berganda dengan bantuan *software* SPSS 17.0. Dari hasil penelitian yang telah dilakukan dapat disimpulkan bahwa, hasil dari uji validitas adalah *valid*, uji reliabilitas adalah *reliabel*. Analisa regresi linier berganda didapatkan permodelan yaitu $Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e$. Dari hasil Uji F didapatkan hasil bahwa kompensasi (X_1), semangat kerja (X_2) dan *team work* (X_3) berpengaruh secara simultan terhadap kinerja karyawan (Y) di PT. Citilink Indonesia di Surabaya. Dari hasil uji t dapat diketahui bahwa kompensasi (X_1), semangat kerja (X_2) dan *team work* (X_3) berpengaruh secara signifikan dan positif terhadap kinerja karyawan (Y) di PT. Citilink Indonesia di Surabaya.

Kata Kunci : Kompensasi, Semangat Kerja, *Team Work*, Kinerja

ABSTRACT

His study was intended to determine the effect of compensation, work morale and team work on employee performance at PT. Citilink Indonesia in Surabaya. This research was conducted using a quantitative approach that is research that focuses on testing hypotheses with statistical method analysis tools and generating conclusions that can be generalized. The population used in this study were all employees of PT. Citilink Indonesia in Surabaya, amounting to 33 staff or employees (leadership elements are not included as a population). The sampling technique in this study is saturated sampling (census) which is the technique of determining the sample if all members of the population are used as samples. The sample used in this study was 33 respondents. The test equipment used was multiple linear regression analysis techniques with the help of SPSS 17.0 software. From the results of the research that has been done it can be concluded that, the results of the validity test are valid, the reliability test is reliable. Multiple linear regression analysis obtained modeling that is $Y = \beta_0 + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + e$. From the F Test results obtained that the compensation (X1), morale (X2) and team work (X3) simultaneously affect the performance of employees (Y) at PT. Citilink Indonesia in Surabaya. From the results of the t test it can be seen that compensation (X1), morale (X2) and team work (X3) significantly and positively influence the performance of employees (Y) at PT. Citilink Indonesia in Surabaya. This study was intended to determine the effect of compensation, work morale and team work on employee performance at PT. Citilink Indonesia in Surabaya. This research was conducted using a quantitative approach that is research that focuses on testing hypotheses with statistical method analysis tools and generating conclusions that can be generalized.

Keywords: Compensation, Work Spirit, Team Work, Performance