

ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) untuk membuktikan dan menganalisis apakah variabel motivasi dan kompensasi berpengaruh secara simultan terhadap kinerja karyawan PT. Peruri Security Printing di Surabaya. (2) untuk membuktikan dan menganalisis apakah variabel motivasi berpengaruh secara parsial terhadap kinerja karyawan PT. Peruri Security Printing di Surabaya. (3) untuk membuktikan dan menganalisis antara variabel motivasi dan kompensasi manakah yang berpengaruh paling dominan terhadap kinerja karyawan PT. Peruri Security Printing di Surabaya. Pada penelitian ini menggunakan data primer, sedangkan metode penelitian melibatkan dua variabel yaitu variabel independen (kinerja karyawan) dan variabel dependen (motivasi dan kompensasi). Sampel yang digunakan dalam penelitian ini adalah karyawan PT. Peruri Security Printing yang berjumlah 80 orang. Teknik pengambilan sampel yang digunakan adalah purposive sampling. Analisis pada penelitian ini menggunakan uji validitas, reliabilitas, analisis regresi linier berganda, koefisien determinasi, uji f, uji t. Kesimpulan penelitian motivasi dan kompensasi berpengaruh simultan terhadap kinerja karyawan PT. Peruri Security Printing di Surabaya. Motivasi dan kompensasi berpengaruh parsial terhadap kinerja karyawan PT. Peruri Security Printing di Surabaya. Diantara variabel motivasi dan kompensasi yang berpengaruh paling dominan terhadap kinerja karyawan PT. Peruri Security Printing adalah variabel motivasi.

Kata kunci: motivasi, kompensasi dan kinerja karyawan,

ABSTRACT

This study aims to determine: (1) to prove and analyze whether motivation and compensation variables have a simultaneous effect on the performance of employees of PT. Peruri Security Printing in Surabaya. (2) to prove and analyze whether the motivation variable has a partial effect on the performance of the employees of PT. Peruri Security Printing in Surabaya. (3) to prove and analyze which motivation and compensation variables have the most dominant influence on the performance of PT. Peruri Security Printing in Surabaya. This study uses primary data, while the research method involves two variables, namely the independent variable (employee performance) and the dependent variable (motivation and compensation). The sample used in this study were employees of PT. Peruri Security Printing, totaling 80 people. The sampling technique used is purposive sampling. The analysis in this study uses validity, reliability, multiple linear regression analysis, coefficient of determination, f test, t test. The conclusion of the research is that motivation and compensation have a simultaneous effect on the performance of employees of PT. Peruri Security Printing in Surabaya. Motivation and compensation have a partial effect on the performance of employees of PT. Peruri Security Printing in Surabaya. Among the motivation and compensation variables that have the most dominant influence on the performance of PT. Peruri Security Printing is a motivational variable.

Keywords: *motivation, compensation and employee performance.*