ABSTRAK

Penelitian ini dilakukan di UD. Sun Center di Surabaya dengan tujuan untuk menganalisis (1) pengaruh kompensasi secara parsial terhadap kinerja karyawan UD. Sun Center di Surabaya, (2) pengaruh komitmen organisasi secara parsial terhadap kinerja karyawan UD. Sun Center di Surabaya, (3) lingkungan kerja secara parsial terhadap kinerja karyawan UD. Sun Center di Surabaya, (4) kompensasi, komitmen organisasi dan lingkungan kerja secara simultan terhadap kinerja karyawan UD, Sun Center di Surabaya. Sampel dalam penelitian ini adalah seluruh karyawan UD, Sun Center di Surabaya sebanyak 36 orang.Teknik pengambilan sampel menggunakan sampel jenuh atau total sampel. Sedangkan teknik pengumpulan data menggunakan kuisioner dengan skala Likert. Metode analisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan (1) kompensasi berpengaruh signifikan terhadap kinerja karyawan pada UD Sun Center Surabaya, (2) komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan pada UD Sun Center Surabaya, (3) lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan pada UD Sun Center Surabaya, (4) kompensasi, komitmen organisasi, dan lingkungan kerja berpengaruh secara simultan terhadap kinerja karyawan UD Sun Center Surabaya.

Kata-kata kunci : kompensasi, komitmen organisasi, lingkungan kerja, kinerja karyawan.

ABSTRACT

This research was conducted at UD. Sun Center in Surabaya with the aim of analyzing (1) the effect of compensation partially on the employee performance of UD Sun Center in Surabaya, (2) the partial effect of organizational commitment partially on the employee performance of UD employees Sun Center in Surabaya, (3) working environment partially on the employee performance of UD Sun Center in Surabaya, (4) compensation, organizational commitment and work environment simultaneously on the employee performance of UD Sun Center in Surabaya. The sample in this study was all employees of UD. Sun Center in Surabaya as many as 36 people. The sampling technique used total sample. While the data collection technique used a questionnaire with a Likert scale. The method of analysis used multiple linear regression analysis. The results showed (1) compensation had a significant effect on employee performance at UD Sun Center in Surabaya, (2) organizational commitment had a significant effect on employee performance at UD Sun Center in Surabaya, (3) work environment had a significant effect on employee performance at UD Sun Center in Surabaya, (4) compensation, organizational commitment, and work environment simultaneously had significant effect employee performance of UD Sun Center in Surabaya.

Keywords: compensation, organizational commitment, work environment, employee performance.