

ABSTRAK

Penelitian ini dimaksudkan agar perusahaan mengetahui bahwa ada atau tidaknya pengaruh kompensasi dan kepemimpinan terhadap kinerja karyawan melalui kepuasan kerja pada PT. Angkasa Pura Supports. Penelitian ini menggunakan metode penelitian kuantitatif dengan penelitian survei. Sampel pada penelitian ini adalah karyawan PT. Angkasa Pura Supports. Sample responden dalam penelitian ini menggunakan metode *Non Probability Sampling*. Sedangkan metode pengambilan sampel penelitian ini menggunakan metode *Sampling Insidental*. Alat uji yang digunakan adalah teknik analisis jalur dengan software SPSS 21.0. Setelah dilakukan pengujian atas hipotesis yang diajukan, maka diperoleh nilai koefisien jalur variabel kompensasi sebesar 0,756, variabel kepemimpinan sebesar 0,433 dan variabel kepuasan kerja sebesar 0,367. Dan nilai uji T variabel kompensasi bernilai $t \text{ Hitung} = 5,679 > t \text{ Tabel} = 2,003$, variabel kepemimpinan bernilai $t \text{ Hitung} = 2,600 > t \text{ tabel} = 2,003$, dan variabel kepuasan kerja $t \text{ hitung} = 3,846 > t \text{ Tabel} = 2,003$, yang artinya variabel kompensasi dan kepemimpinan mempengaruhi kinerja karyawan melalui kepuasan kerja secara parsial. Berdasarkan hasil penelitian menyimpulkan bahwa kompensasi dan kepemimpinan mampu meningkatkan kinerja karyawan yang berdampak positif terhadap kepuasan kerja

Keyword : Kompensasi, Kepemimpinan, Kepuasan Kerja, dan Kinerja Karyawan

ABSTRACT

This study is intended so that the company knows that the presence or absence of the influence of compensation and leadership on employee performance through job satisfaction at PT. Angkasa Pura Supports. This research uses quantitative research methods with survey research. The sample in this study were employees of PT. Angkasa Pura Supports. Sample respondents in this study used the Non Probability Sampling method. While the method of sampling this study using the incidental sampling method. The test tool used is the path analysis technique with SPSS 21.0 software. After testing the proposed hypothesis, the compensation variable coefficient path value is 0.756, the leadership variable is 0.433 and the job satisfaction variable is 0.367. And the T test value of compensation variable is $t_{count} = 5.679 > t_{table} = 2.003$, leadership variable is $t_{count} = 2.600 > t_{table} = 2.003$, and job satisfaction variable $t_{count} = 3.846 > t_{table} = 2.003$, which means compensation and leadership variables affect employee performance through partial job satisfaction. Based on the results of the study concluded that compensation and leadership can improve employee performance which has a positive impact on job satisfaction.

Keyword: Compensation, Leadership, Job Satisfaction, and Employee Performance