

ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh pengaruh kompensasi kerja terhadap kinerja karyawan pada PT. Cement Puger Jaya Raya Sentosa. (2) Pengaruh gaya kepemimpinan terhadap kinerja karyawan pada PT. Cement Puger Jaya Raya Sentosa. (3) Pengaruh motivasi kerja terhadap kinerja karyawan pada PT. Cement Puger Jaya Raya Sentosa. (4) Pengaruh kompensasi kerja, gaya kepemimpinan, dan motivasi kerja berpengaruh secara simultan terhadap kinerja karyawan pada PT. Cement Puger Jaya Raya Sentosa. Sampel dalam penelitian ini sejumlah 100 responden. Teknik pengambilan sampel menggunakan *proporsional sampling*. Berdasarkan hasil penelitian diperoleh nilai koefisien variabel kompensasi kerja, gaya kepemimpinan, dan motivasi kerja dengan arah positif serta variabel kompensasi (X1) $T_{hitung} (2.672) > T_{tabel} (1,660)$ dan signifikansi 0,009, variabel gaya kepemimpinan (X2) $T_{hitung} (4.159) > T_{tabel} (1,660)$ dan signifikansi 0,000, variabel motivasi $T_{hitung} (2.952) > T_{tabel} (1,660)$ dan signifikansi 0,004. Berpengaruh positif terhadap kinerja karyawan pada PT. Cement Puger Jaya Raya Sentosa secara parsial. Dan hasil penelitian diperoleh $F_{hitung} (60.085) > F_{tabel} (2,70)$ dan sig 0,000 hal ini menunjukkan bahwa kompensasi kerja, gaya kepemimpinan, dan motivasi kerja mempunyai pengaruh signifikansi terhadap kinerja karyawan pada PT. Cement Puger Jaya Raya Sentosa simultan diterima.

Kata kunci : Kompensasi Kerja, Gaya Kepemimpinan, Motivasi Kerja Dan Kinerja Karyawan

ABSTRACT

This study aims to determine: (1) The effect of the influence of employment compensation to employees performance at PT. Cement Puger Jaya Raya Sentosa. (2) The effect of leadership style on employee performance in PT. Cement Puger Jaya Raya Sentosa. (3) The effect of work motivation on employee performance in PT. Cement Puger Jaya Raya Sentosa. (4) Effect of labor compensation, leadership style, and work motivation simultaneously affect the performance of employees at PT. Cement Puger Jaya Raya Sentosa. The sample in this study a total of 100 respondents. The sampling technique using proportional sampling. Based on the results obtained by the coefficient of the variable compensation work, leadership style, and work motivation with positive direction and variable compensation (X1) T count (2672) > T table (1.660) and the significance of 0.009, leadership style variable (X2) T count (4,159) > T table (1.660) and 0.000 significance, motivation variable T count (2952) > T table (1.660) and the significance of 0,004. Positive effect on the performance of employees at PT. Cement Puger Jaya Raya Sentosa partially. And the results obtained F count (60 085) > F table (2.70) and sig 0,000 this indicates that labor compensation, leadership style, and work motivation have significant influence on the performance of employees at PT. Cement Puger Jaya Raya Sentosa simultaneously received.

Keywords: Compensation Work, Leadership Style, Work Motivation and Employee Performance