

## ABSTRAK

Penelitian ini dilakukan pada karyawan PT. Tirta Investama DC Rungkut. Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, kompensasi, dan komitmen terhadap kinerja karyawan. Dalam penelitian ini data dikumpulkan dengan alat bantu berupa observasi, wawancara dan kuesioner terhadap 67 responden dengan teknik *purposive sampling*, yang bertujuan untuk mengetahui persepsi responden terhadap masing-masing variabel. Analisis yang digunakan meliputi uji instrumen data (uji validitas, dan uji reliabilitas), analisis regresi linear berganda, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), dan uji hipotesis (uji F, uji t, koefisien determinasi). Dari hasil analisis menggunakan regresi dapat diketahui bahwa variabel motivasi, kompensasi, dan komitmen, semuanya berpengaruh positif terhadap kinerja karyawan. Dari uji t diperoleh hasil motivasi, kompensasi, dan komitmen, berpengaruh signifikan secara parsial terhadap kinerja karyawan.

**Kata kunci:** motivasi, kompensasi, komitmen, kinerja karyawan



## **ABSTRACT**

*This research was conducted on employees of PT. Tirta Investama DC Rungkut. This study aims to determine the effect of motivation, compensation, and commitment to employee performance. In this study the data was collected with a tool in the form of observation, interviews and questionnaires to 67 respondents with purposive sampling technique, which aims to determine respondents' perceptions of each variable. The analysis used includes data instrument test (validity test, reliability test), multiple linear regression analysis, classical assumption test (normality test, multicollinearity test, heteroscedasticity test), and hypothesis testing (F test, t test, coefficient of determination). From the results of the analysis using regression can be seen that the variables of motivation, compensation, and commitment, all have a positive effect on employee performance. From the t test, the results of motivation, compensation, and commitment are obtained, which have a significant partial effect on employee performance.*

**Keywords:** *motivation, compensation, commitment, employee performance*

