ABSTRACT

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THE INFLUENCE OF COMPENSATION AND WORK ENVIRONMENT TOWARDS EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION AS INTERVENING VARIABLE AT PT CAHAYA RUBI SENTOSA, PEKANBARU

(xvi+143 pages; 10 figures; 37 tables; 8 appendices)

Covid-19 has changed a world in a sense where economics including job affected. During the pandemic, companies are challenged to face a change in the industry as they have to compete. PT CRS performances comes from its employee thus maintaining human resource and increasing the employee performance in the company system in order to lead the market in the midst of increasingly fierce competition.

Primary and secondary data are used in this research, the questionnaires are distributed to PT CRS employee in Pekanbaru. Data is measured by validity and reliability test. The sampling method used in this study is non-probability sampling method, specifically saturated sampling.

The gathered data is analyzed using SPSS 25.0 that the research model is being tested using normality, heteroscedasticity, multicollinearity, and linearity test.The data also tested with multiple linear regression and coefficient of determination test, and hypothesis test are done with F-Test and T-Test.

The purpose of this study is to evaluate which between Compensation and Work Environment has the greatest influence on Job Satisfaction and Employee Performance of PT CRS and whether have significant influence. The study has indicated that Compensation and Work Environment are having significant influence towards Job Satisfaction of PT CRS partially and simultaneously. Compensation, Work Environment, and Job Satisfaction are also having significant influence towards Employee Performance of PT CRS partially and simultaneously.

Keywords: Compensation, Work Environment, Job Satisfaction, Employee Performance

References: 55 (2012-2022)

ABSTRAK

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PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING DI PT CAHAYA RUBI SENTOSA, PEKANBARU

(xvi+143 *halaman*; 10 *gambar*; 37 *tabel*; 8 *lampiran*)

Covid-19 telah mengubah dunia dalam arti ekonomi termasuk pekerjaan terpengaruh. Di masa pandemi, perusahaan ditantang untuk menghadapi perubahan industri karena harus bersaing. Kinerja PT CRS berasal dari karyawannya sehingga mempertahankan sumber daya manusia dan meningkatkan kinerja karyawan dalam sistem perusahaan untuk memimpin pasar di tengah persaingan.

Penelitian ini menggunakan data primer dan sekunder, penyebaran kuesioner kepada pekerja PT CRS di Pekanbaru. Data kemudian dihitung dengan uji validitas dan uji reliabilitas. Metode sampling yang digunakan adalah non-probabilitas, yaitu saturated sampling.

Data yang telah terkumpul kemudian diolah menggunakan aplikasi SPSS 25.0 diuji dengan tes normalitas, heteroskedastisitas, multikolinearitas, dan linearitas. Selanjutnya pengujian regresi linear berganda, koefisien determinasi dandiikuti uji hipotesis terdiri dari uji T dan uji F.

Tujuan penelitian ini adalah untuk mengetahui yang mempunyai dampak terbesar antara Kompensasi dan Lingkungan Kerja terhadap Kepuasan Kerja PT CRS dan Kinerja Kerja PT CRS serta signifikansinya. Hasil penelitian menunjukkan kompensasi dan lingkungan kerja berpengaruh signifikan secara parsial dan simultan terhadap kepuasan kerja PT CRS. Berikutnya, kompensasi, lingkungan kerja, dan kepuasan kerja PT CRS di Pekanbaru berpengaruh signifikan secara parsial maupun simultan terhadap kinerja kerja PT CRS di Pekanbaru.

Kata kunci: Kompensasi, Lingkungan Kerja, Kepuasan Kerja, Kinerja Karyawan

Referensi: 55 (2012-2022)