

PENGARUH KOMPENSASI, KEPEMIMPINAN, DAN MOTIVASI KERJA
TERHADAP KINERJA KARYAWAN DI PT. POS INDONESIA PERSERO
PUSAT YOGYAKARTA

Oleh :

Muhamad Zarkoni

16051326

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, kepemimpinan, dan motivasi kerja terhadap kinerja karyawan. Penelitian ini dilakukan di PT. Pos Indonesia Persero Pusat Yogyakarta dengan mengumpulkan data dan menyebar kuesioner. Jumlah populasi penelitian yaitu 63 dan diambil 35 sampel dengan teknik purposive sampling. Analisis yang digunakan uji validitas, reliabilitas, asumsi klasik, regresi linear berganda, koefisien determinan, uji t, dan uji f. Hasil penelitian ini menunjukkan bahwa secara parsial kompensasi berpengaruh terhadap kinerja karyawan, kepemimpinan berpengaruh terhadap kinerja karyawan, sedangkan motivasi kerja tidak berpengaruh terhadap kinerja karyawan. Secara bersamaan atau simultan kompensasi, kepemimpinan, dan motivasi kerja berpengaruh signifikan terhadap kepuasan kerja.

Kata Kunci : Kompensasi, Kepemimpinan, Motivasi Kerja, Kinerja Karyawan.

EFFECT OF COMPENSATION, LEADERSHIP AND WORK MOTIVATION FOR
THE PERFORMANCE OF EMPLOYEES IN PT. POS INDONESIA PERSERO
CENTER OF YOGYAKARTA

By :

Muhammad Zarkoni

16051326

ABSTRACT

The aim of this study is to determine the effects of remuneration, leadership and work motivation on employee performance. This research was done at PT. Pos Indonesia Persero Yogyakarta Center by collecting data and distributing questionnaires. The study population was 63 and 35 samples were taken using targeted sample technology. The analysis used validity, reliability, classic assumptions, multiple linear regression, determinant coefficients, t-test and f-test. The results of this study show that partial remuneration affects employee performance, leadership affects employee performance, and work motivation does not affect employee performance. At the same time or at the same time, remuneration, leadership and work motivation have a significant impact on job satisfaction.

Key words : *Tompensation, Leadership, Work motivation, Employee Performance.*