ANALISIS KESEHATAN DAN KESELAMATAN KERJA (K3) DAN KOMPENSASI DALAM MENINGKATKAN KINERJA KARYAWAN, DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI PADA PT. MITRA ADIPERKASA BAGIAN STAFF REGION GALLERIA MALL YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh K3, kompensasi terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel mediasi. Data dikumpulkan dengan menggunakan kuesioner yang disebarkan pada 50 karyawan PT. Mitra Adiperkasa, Tbk region Galleria Mall Yogyakarta.. Analisis data dalam penelitian ini menggunakan model jalur langsung dan tidak langsung untuk menguji efek mediasi. Data diproses menggunakan program SPSS 20.

Hasil uji validitas dan reabilitas dalam penelitian ini butir-butir kuisioner dinyatakan valid dan dinyatakan reliable atau terpercaya sebagai alat pengumpul data dalam penelitian ini. Kemudian dalam uji asumsi klasik semua variabel berdistribusi normal dari hasil uji normalitas, kemudian dalam uji multikolinearitas variabel K3, kompensasi, dan kepuasan kerja tidak mengalami gejala multikolinearitas. Selanjutnya dalam uji autokorelasi penelitian ini tidak mengalami autokorelasi.

Hasil penelitian ini menunjukkan K3 tidak berpengaruh signifikan terhadap kinerja karyawan namun signifikan terhadap kepuasan kerja. Kompensasi tidak berpengaruh signifikan terhadap kepuasan kerja namun berpengaruh signifikan terhadap kinerja karyawan. Dan kepuasan kerja tidak berpengaruh signifikan terhadap kinerja karyawan. Tetapi untuk pengaruh langsung dan tidak langsung, penelitian ini berdominan dan mempunyai hasil maksimal dengan secara langsung atau tidak melalui jalur mediasi. Artinya variabel kepuasan kerja tidak berfungsi sebagai variabel mediasi.

Kata Kunci : K3, Kompensasi, Kepuasan Kerja, Kinerja Karyawan

THE ANALYSIS OF HEALTH AND SAFETY WORK (K3) AND COMPENSATION TO EMPLOYEE PERFORMANCE STAFF SECTION IN PT. MITRA ADIPERKASA REGION GALLERIA MALL YOGYAKARTA

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Abstract

This study aims to to analyze the influence of k3, compensation these pay rises on performance tens of thousands of workers with satisfaction of teaching experience as variables reaches as high as mediation. Data was gathered using a questionnaire which has been spread on 50 an employee of pt. The partner of the adiperkasa, corporate secretary sofia ridmarini told the regions in the world galleria mall yogyakarta in central java. Of the data analysis in this research use the model a direct path and not directly to test the effects mediation. The data was handled exclusively on the spss 20.

The results of the practical teaching exam participants and reabilitas in this research butir-butir of the questionnaire was they were deemed to valid and they were deemed to reliable or trustworthy adviser or well wisher as an organ of data but the transaction usually takes in the research that different. Then in the test classical economic assumptions agreed to at all the variables was distribusion the normal of the results of the test and been approved normality, then in the test multikolinearitas variables reaches as high as k3, compensation, and the gratification of work does not experience symptoms of food multikolinearitas. Next in the test and been approved autokorelasi of this research was not slipped to only their second autokorelasi.

This research result indicates k3 has no significant impact on of employee performance but significantly correlates with much of his best work satisfaction in drinking water has. Compensation has no significant impact on days at office but satisfaction in drinking water has has had a limited impact significantly correlates with of employee performance. And the gratification of much of his best work has no significant impact on of employee performance. But to the influence of the direct and indirect, this research berdominan and they received a score the results of maximum extent by either directly or indirectly through a lane mediation. This means that variables reaches as high as his best work inside the satisfaction in drinking water has can not be functioned well as variable mediation.

Password : K3, Compensation, Job Satisfaction, Performance Employees