

# **PENGARUH KOMPENSASI FINANSIAL, MOTIVASI KERJA DAN KEPUASAN KERJA TERHADAP KINERJA PADA MITRA DRIVER GO-JEK DI YOGYAKARTA**

## **ABSTRAK**

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh Kompensasi Finansial, Motivasi Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan Driver GO-JEK di Yogyakarta. Populasi dalam penelitian ini adalah driver gojek di Yogyakarta. Metode pengambilan sampel yang digunakan adalah *Purposive sampling* (judgmental) yang di pilih secara random, dengan menggunakan teknik pengambilan sampel rumus Lemeshow ketemu hasilnya sebesar 96,04 dibulatkan menjadi 96 responden. Kemudian dilakukan statistik deskriptif, uji validitas, uji reliabilitas , uji asumsi klasik, dan analisis regresi linier berganda. Hasil analisis regresi liner berganda menunjukkan bahwa terdapat nilai signifikansi dari variable X1 sebesar 0.000 (**0.000 < 0,05**), variable X2 0.002 (**0.002 < 0,05**) dan variable X3 0.000 (**0.000 < 0,05**). Nilai tersebut dapat membuktikan semua hipotesis diterima, yang berarti bahwa “Ada Pengaruh kompensasi finansial terhadap kinerja karyawan“ dan “Ada Pengaruh motivasi kerja terhadap kinerja karyawan“ kemudian “Ada Pengaruh kepuasan kerja terhadap kinerja karyawan“ dan dari uji secara simultan menunjukkan nilai signifikansi sebesar 0,000 (**0,000 < 0,05**) yang berarti bahwa “Ada Pengaruh kompensasi finansial, motivasi kerja dan kepuasan kerja secara simultan terhadap kinerja karyawan“.

**Kata kunci :** Kompensasi Finansial, Motivasi Kerja, Kepuasan Kerja, Kinerja Karyawan

***THE EFFECT OF ORGANIZATION CULTURE, WORK  
DISCIPLINE AND COMPETENCY ON MEMBERS”  
PERFORMANCE IN TRINI KARYA BUSSINES, YOGYAKARTA***

***ABSTRACT***

The purpose of this study was to determine and analyze the effect of Financial Compensation, Work Motivation and Job Satisfaction on the Performance of GO-JEK Driver Employees in Yogyakarta. The population in this study were gojek drivers in Yogyakarta. The sampling method used was purposive sampling (judgmental) which was selected randomly, using the Lemeshow formula sampling technique, the results were 96.04 rounded up to 96 respondents. Then performed descriptive statistics, validity test, reliability test, classical assumption test, and multiple linear regression analysis. The results of multiple linear regression analysis show that there is a significance value of the X1 variable of 0.000 (**0.000 < 0.05**), X2 variable 0.002 (**0.002 < 0.05**) and X3 variable 0.000 (**0.000 < 0.05**). This value can prove that all hypotheses are accepted, which means that "There is an effect of financial compensation on employee performance" and "There is an influence of work motivation on employee performance" then "There is an effect of job satisfaction on employee performance" and the simultaneous test shows a significance value of 0.000 (**0.000 < 0.05**) which means that "There is an effect of financial compensation, work motivation and job satisfaction simultaneously on employee performance".

**Keywords :** Financial Compensation, Work Motivation, Job Satisfaction, Employee Performance