

PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP
KINERJA KARYAWAN PADA PT ASLI MOTOR BANTUL DENGAN
MOTIVASI SEBAGAI VARIABEL INTERVENING

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ABSTRAK

Penelitian ini bertujuan untuk menganalisa: (1) pengaruh kompensasi terhadap kinerja karyawan PT Asli Motor Bantul, (2) pengaruh lingkungan kerja terhadap kinerja karyawan PT Asli Motor Bantul, (3) pengaruh motivasi kerja terhadap kinerja karyawan PT Asli Motor Bantul, (4) kompensasi mempengaruhi motivasi kerja terhadap kinerja karyawan PT Asli Motor Bantul, (5) lingkungan kerja mempengaruhi motivasi kerja terhadap kinerja karyawan PT Asli Motor Bantul, (6) kompensasi berpengaruh terhadap kinerja karyawan dengan motivasi sebagai variabel intervening. (7) lingkungan kerja berpengaruh terhadap kinerja karyawan dengan motivasi sebagai variabel intervening. Pengumpulan data dilakukan dengan penyebaran kuesioner kepada 39 karyawan pada PT Asli Motor Bantul. Item pernyataan untuk semua variabel terbukti valid dan reliabel. Uji asumsi klasik menghasilkan model regresi yang tidak terjadi multikolinieritas dan tidak terjadi heteroskedastisitas. Hasil penelitian menunjukkan bahwa: (1) kompensasi berpengaruh signifikan terhadap kinerja karyawan, (2) lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan, (3) motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, (4) kompensasi berpengaruh signifikan terhadap motivasi kerja, (5) lingkungan kerja berpengaruh signifikan terhadap motivasi kerja, (6) kompensasi berpengaruh terhadap kinerja karyawan melalui motivasi kerja, (7) lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan melalui motivasi kerja. Hasil ini ditunjukkan oleh nilai p value dari variabel Kompensasi terhadap Kinerja sebesar 0,018. Sedangkan Lingkungan Kerja terhadap Kinerja dengan p value sebesar 0,007. Variabel Motivasi Kerja terhadap Kinerja dengan p value sebesar 0,011. Variabel Motivasi kerja memediasi hubungan antara Kompensasi dan Kinerja dengan p value sebesar 0,000. Motivasi Kerja memediasi hubungan antara Lingkungan kerja dan Kinerja dengan p value sebesar 0,048. Hasil rata-rata pervariabel sebesar: (1) Kompensasi sebesar 2,53, (2) Lingkungan Kerja sebesar 2,52, (3) Motivasi Kerja sebesar 2,51 dan Kinerja sebesar 2,91. Dari semua rata-rata tersebut dihasilkan rata-rata yang tinggi. Dari temuan dapat disimpulkan bahwa Kompensasi dan Lingkungan Kerja memiliki

pengaruh langsung dan signifikan terhadap Kinerja karyawan dan di mediasi oleh motivasi kerja.

Kata Kunci: Kompensasi, Lingkungan Kerja, Motivasi Kerja, Kinerja

THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON
EMPLOYEE PERFORMANCE IN PT ASLI MOTOR BANTUL WITH
MOTIVATION AS INTERVENING VARIABLE

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ABSTRACT

This study aims to analyze: (1) the effect of compensation on the performance of PT Asli Motor Bantul employees, (2) the influence of the work environment on the performance of PT Asli Motor Bantul employees, (3) the effect of work motivation on the performance of PT Asli Motor Bantul employees, (4) compensation affects work motivation on the performance of PT Asli Motor Bantul employees, (5) the work environment influences work motivation on the performance of PT Asli Motor Bantul employees, (6) compensation influences employee performance with motivation as an intervening variable. (7) work environment influences employee performance with motivation as an intervening variable. Data collection was done by distributing questionnaires to 39 employees at PT Asli Motor Bantul. Item statements for all variables proved valid and reliable. Classical assumption test produces a regression model that does not occur mutikolinieritas and heteroscedasticity does not occur. The results showed that: (1) compensation had a significant effect on employee performance, (2) the work environment had a significant effect on employee work performance, (3) significant work motivation on employee performance, (4) compensation had a significant effect on work motivation, (5) work environment has a significant effect on work motivation, (6) compensation has an effect on employee performance through work motivation, (7) work environment has a significant effect on employee performance through work motivation. This result is indicated by the value of p value of the variable Compensation for Performance of 0,018. While the Work Environment for Performance with a p value of 0,007. Work Motivation Variables on Performance with a p value of 0,011. Variable Work motivation mediates the relationship between Compensation and Performance with a p value of 0,000. Work Motivation mediates the relationship between work environment and performance with a p value of 0,048. The average pervariable results are: (1) Compensation of 2,53, (2) Work Environment is 2,52, (3) Work Motivation is 2,51 and Performance is 2,91. Of all these averages are produced high. From the findings it can be concluded that Compensation and Work Environment has a direct and significant influence on employee performance and is mediated by work motivation.

Keywords: Compensation, Work Environment, Work Motivation, Performance