

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, pelatihan dan pengembangan karir terhadap kinerja karyawan HokBen Royal Plaza dan Polisi Istimewa Surabaya.

Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan HokBen Royal Plaza dan Polisi Istimewa Surabaya. Teknik pengambilan sampel dalam penelitian ini menggunakan metode Teknik Sampel Jenuh. Pengumpulan data dilakukan dengan menyebarkan kuisioner kepada seluruh karyawan HokBen Royal Plaza dan Polisi Istimewa Surabaya. Teknik analisa yang digunakan dalam penelitian ini adalah teknik analisis regresi linier berganda.

Hasil dari pengujian menunjukkan bahwa kompensasi, pelatihan dan pengembangan karir berpengaruh positif signifikan terhadap kinerja karyawan HokBen Royal Plaza dan Polisi Istimewa Surabaya.

Kata Kunci : Kompensasi, Pelatihan dan Pengembangan Karir

ABSTRACT

This research aimed to find out the effect of compensation, training and career development on employees' performance of HokBen Royal Plaza and Polisi Istimewa, Surabaya.

The population was all employees of HokBen Royal Plaza and Polisi Istimewa, Surabaya. While, the data collection technique used saturated sampling. It meant, all member of population were taken as sample. Moreover, the instrument in data collection technique was questionnaires. Meanwhile, the questionnaires were distributed directly to respondents. Furthermore, the data analysis technique used multiple linear regression.

The research result concluded compensation had positive and significant effect on employees' performance of HokBen Royal Plaza and Polisis Istimewa, Surabaya. Likewise, training had positive and significant effect on employees' performance of HokBen Royal Plaza and Polisi Istimewa, Surabaya. Similarly, career development had positive and significant effect on employees' performance of HokBen Royal Plaza and Polisi Istimewa, Surabaya.

Keywords : Compensation, Training, Career Development

