

## ABSTRAK

Penelitian ini bertujuan untuk dapat mengetahui seberapa besar pengaruh pelatihan, motivasi, dan kompensasi terhadap kinerja karyawan pada Perum Perhutani Divisi Regional Jawa Timur. Jenis penelitian ini menggunakan penelitian kuantitatif. Skala pengukuran yang digunakan dalam penelitian ini adalah skala likert. Adapun teknik pengambilan sampel menggunakan jenis metode profitability sampling dengan jumlah sampel penelitian sebanyak 42 responden. Teknik pengambilan data dalam penelitian ini dengan menggunakan kuesioner. Metode analisis data yang digunakan pada penelitian ini adalah regresi linear berganda dengan menggunakan software SPSS. Berdasarkan hasil pengujian hipotesis penelitian ini menunjukkan bahwa pelatihan berpengaruh positif dan signifikan terhadap kinerja karyawan, sedangkan motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, serta kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan Perhutani Divisi Regional Jawa Timur.

**Kata kunci:** pelatihan, motivasi, kompensasi, kinerja karyawan

## ABSTRACT

This research aimed to find out how much the effect of training, motivation, and compensation on employees performance of Perum Perhutani Regional Division of East Java. The research was quantitative research. While the measuring scale in this research used likert scale. Moreover, the data collection technique used probability sampling. In line with that, there were 42 respondents of employee as the research sample. Furthermore, the instrument in data collection technique used questionnaires, additionally, the data analysis technique used multiple linear regression with SPSS (statistical Product and Service Solution). According to the hypothesis testing result, it concluded that training had a positive and significant effect on employees' performance of Perum Perhutani Regional Division of East Java. Likewise, motivation had a positive and significant effect on employees' performance of Perum Perhutani Regional Division of East Java. Similarly, compensation had a positive and significant effect on employees' performance of Perum Perhutani Regional Division of East Java.

**Keywords:** training, motivation, compensation, employees performance.