

ABSTRAK

Dalam penelitian ini bertujuan untuk menguji pengaruh kompensasi dan motivasi kerja terhadap kinerja karyawan Gerai Dana Cepat Surabaya.

Jenis penelitian ini menggunakan pendekatan kuantitatif dan data primer sebagai sumber data yang diperoleh dari hasil kuisioner. Populasi dari penelitian ini sebanyak 45 karyawan Gerai Dana Cepat Surabaya dengan menggunakan teknik sampel jenuh. Metode analisis data yang digunakan adalah analisis statistik deskriptif dan inferensial yang menggunakan analisis regresi linier berganda dengan program SPSS versi 26.0.

Hasil uji asumsi klasik melalui uji normalitas, uji heteroskedastisitas dan uji multikolininearitas yang menunjukkan bahwa seluruh variabel yang digunakan dalam penelitian ini memenuhi asumsi klasik tanpa adanya pelanggaran. Demikian pula dengan uji kelayakan model melalui uji F dan R square menunjukkan bahwa model dalam penelitian ini layak untuk diteliti. Hasil penelitian deskriptif menjelaskan variabel kompensasi dan motivasi kerja dipersepsi oleh responden dengan baik. Dari hasil pengujian hipotesis kompensasi dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci: Kompensasi, Motivasi, Kinerja Karyawan

ABSTRACT

This research aimed to examine the effect of compensation and work motivation on employee' performance of *Gerai Dana Cepat*, Surabaya.

The research was quantitative. While the data were primary, which were taken from questionnaires' results. Moreover, the research population was 45 employees of *Gerai Dana Cepat*, Surabaya. Furthermore, the data collection technique used saturated sampling. Additionally, the data analysis technique used descriptive statistics analysis and inferential; which used multiple linear regression analysis with SPSS 26.0.

According to the result of the classical assumption test, through normality, heteroscedastic, and multicollinearity tests, it showed that all variables which were used in the seminar fulfilled its classical assumption without any violation. Likewise, from a proper model test through F test and R square; it showed that the research model was worth to be examined. Meanwhile, the result of descriptive research showed that compensation and work motivation were well-accepted by the respondents. In addition, from the hypothesis test result, it concluded that compensation and work motivation had a significant effect on employees' performance.

Keywords: Compensation, Motivation, Employees' Performance



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