

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, motivasi kerja, dan lingkungan kerja terhadap kinerja karyawan PT. Sumber Hidup Sehat (Viva Health) Surabaya. Penelitian ini merupakan jenis penelitian kuantitatif yang menggunakan metode statistik. Populasi dan sampel yang diambil dalam penelitian ini adalah seluruh karyawan tetap di bagian *medical representative* (medrep) di PT. Sumber Hidup Sehat (Viva Health) Surabaya pada tahun 2020 yaitu berjumlah 32 orang. Metode pengambilan sampel di lapangan menggunakan total sampling.

Teknik analisis yang digunakan adalah analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa kompensasi berpengaruh signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh signifikan terhadap kinerja karyawan. Namun, tidak ditemukan adanya pengaruh yang signifikan antara lingkungan kerja terhadap kinerja karyawan.

Kata kunci: kompensasi, motivasi, lingkungan kerja, kinerja karyawan



ABSTRACT

This research aimed to find out the effect of compensation, work motivation, and work environment on employees' performance of PT. Sumber Hidup Sehat (Viva Health) Surabaya. Moreover, the research was quantitative and used a statistical method. Furthermore, the population was all regular employees in the medical representatives of PT. Sumber Hidup Sehat (Viva Health) Surabaya in 2020. Additionally, the data collection technique used the total sampling technique. In line with that, the sample was all members of the population which consisted of 32 employees. In addition, the data analysis technique used multiple linear regression analysis.

The research result concluded that compensation had a significant effect on employees' performance of PT. Sumber Hidup Sehat (Viva Health) Surabaya. Likewise, work motivation had a significant effect on employees' performance of PT. Sumber Hidup Sehat (Viva Health) Surabaya. However, there was no significant effect of the work environment on employees' performance of PT. Sumber Hidup Sehat (Viva Health) Surabaya.

Keywords: Compensation, Motivation, Work Environment, Employees' Performance

I certify that this translation is true
and accurate, Prepared by a
professional translator. This
translation is provided on this day.

23/4/22

M. Faisal, S.Pd., M.Pd

STIESIA Language Center
Menur Pumpungan 30 Surabaya 60118, Indonesia