

ABSTRAK

Penelitian ini bertujuan untuk mendeteksi seberapa besar pengaruh Beban Kerja, Motivasi Kerja dan Kompensasi terhadap Kinerja Karyawan pada PT. Sumber Teknik Nusantara.

Penelitian ini adalah penelitian kausal komparatif dengan menggunakan metode penelitian kuantitatif dengan teknik pengambilan sample menggunakan teknik sampling jenuh (sensus). Populasi yang digunakan adalah seluruh karyawan PT. Sumber Teknik Nusantara, dengan jumlah responden berjumlah 50 orang karyawan. Metode analisis dalam penelitian ini menggunakan analisis regresi linier berganda dengan alat bantu program SPSS (*Statistic Product And Service Solution*) Versi 20.

Hasil penelitian menunjukkan bahwa Beban Kerja berpengaruh negatif signifikan terhadap kinerja karyawan di PT. Sumber Teknik Nusantara. Motivasi berpengaruh positif signifikan terhadap kinerja karyawan di PT. Sumber Teknik Nusantara. Kompensasi berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan pada PT. Sumber Teknik Nusantara.

Kata kunci : Beban Kerja, Motivasi Kerja, Kompensasi, Kinerja Karyawan

ABSTRACT

This research aimed to detect how far the effect of workload, work motivation, and compensation on employees' performance at PT. Sumber Teknik Nusantara.

The research was quantitative with a causal-comparative as approach. Moreover, the data collection technique used saturated sampling (census) in which all members of the population were the sample. Furthermore, the population was all employees of PT. Sumber Teknik Nusantara, consisting of 50 employees. Additionally, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution) 20.

The research result concluded that workload had a negative and significant effect on the employees' performance at PT. Sumber Teknik Nusantara. On the other hand, motivation had a positive effect on the employees' performance at PT. Sumber Teknik Nusantara. In contrast, compensation had a positive but insignificant effect on the employees' performance at PT. Sumber Teknik Nusantara.

Keywords: *Workload, Work Motivation, Compensation, Employees' Performance*

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and accurate. Prepared by a
professional translator. This
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