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***THE INFLUENCE OF GIVING MOTIVATION & COMPENSATION TO
EMPLOYEE PERFORMANCE IN PD DHARMA JAYA***

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ABSTRACT

The research aims to determine the influence of motivation and compensation to employee performance PD Dharma Jaya by using data analysis technique multiple linear regressions. The study was conducted by taking a sample of 70 respondents. Respondents are employee of PD Dharma Jaya. Based on the analysis, the variables motivation and compensation either partially or simultaneously positive and significantly influence employee performance. Variable motivation and compensation has contributed influence performance by 45,9% the remaining 54,1% is explained by other variables not included in the study.

Keywords: *Motivation, Compensation, Performance*

ABSTRAK

Penelitian bertujuan mengetahui pengaruh motivasi dan kompensasi terhadap kinerja karyawan PD Dharma Jaya dengan menggunakan teknik analisis data regresi linier berganda. Penelitian dilakukan dengan mengambil sampel sebanyak 70 responden. Responden merupakan karyawan PD Dharma Jaya. Berdasarkan hasil analisis, variabel motivasi dan kompensasi baik secara parsial maupun simultan bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan. Variabel motivasi dan kompensasi memiliki kontribusi sebesar 45,9% terhadap kinerja karyawan dan sisanya 54,1% diterangkan oleh variabel lain yang tidak dimasukkan dalam penelitian..

Kata kunci: Motivasi, Kompensasi, Kinerja Karyawan