

ABSTRAK

PENGARUH KOMPENSASI DAN BEBAN KERJA TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING

(Studi Empiris Karyawan PT. Multi Prima Entakai)

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Penelitian ini bertujuan untuk mengetahui (1) pengaruh kompensasi terhadap kepuasan kerja, (2) pengaruh beban kerja terhadap kepuasan kerja, (3) pengaruh kompensasi terhadap kinerja, (4) pengaruh beban kerja terhadap kinerja, (5) pengaruh kepuasan kerja terhadap kinerja, (6) pengaruh antara kompensasi dengan kinerja karyawan yang dimediasi kepuasan kerja, dan (7) pengaruh antara beban kerja dengan kinerja karyawan yang dimediasi kepuasan kerja. Populasi pada penelitian ini adalah pegawai yang berkerja pada PT. Multi Prima Entakai. Jumlah sampel sebanyak 78 responden. Teknik pemillihan sampel yang digunakan adalah purposive sampling. Teknik analisis data dalam penelitian ini adalah regresi linear berganda dan pengujian hipotesis. Setelah dilakukan penelitian, diharapkan penulis dapat mengetahui bagaimana pengaruh kompensasi terhadap kepuasan kerja, pengaruh beban kerja terhadap kepuasan kerja, pengaruh kompensasi terhadap kinerja, pengaruh beban kerja terhadap kinerja, pengaruh kepuasan kerja terhadap kinerja, pengaruh antara kompensasi dengan kinerja karyawan yang dimediasi oleh variabel intervening kepuasan kerja, dan pengaruh antara beban kerja dengan kinerja karyawan yang dimediasi oleh variabel intervening kepuasan kerja. Harapan dari hasil penelitian ini adalah agar perusahaan Kelapa Sawit PT. Multi Prima Entakai mampu mengetahui faktor apa yang mempengaruhi kinerja pegawai mereka, dengan mengetahui faktor ini diharapkan perusahaan mampu meningkatkan dan mendapatkan hasil kinerja yang baik dari para pegawainya.

Kata kunci : Kompensasi, Beban Kerja, Kinerja Karyawan, Kepuasan Kerja.

ABSTRACT

THE EFFECT OF COMPENSATION AND WORKLOAD ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE

(Empirical Study of Employees of PT. Multi Prima Entakai)

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This study aims to determine (1) the effect of compensation on job satisfaction, (2) the effect of workload on job satisfaction, (3) the effect of compensation on performance, (4) the effect of workload on performance, (5) the effect of job satisfaction on performance, (6) the influence between compensation and employee performance mediated by job satisfaction, and (7) the effect between workload and employee performance mediated by job satisfaction. The population in this study are employees who work at PT. Multi Prima Entakai. The number of samples is 78 respondents. The sample selection technique used was purposive sampling. The data analysis technique in this study is multiple linear regression and hypothesis testing. After doing the research, it is hoped that the writer can find out how the influence of compensation on job satisfaction, the effect of workload on job satisfaction, the effect of compensation on performance, the effect of workload on performance, the effect of job satisfaction on performance, the effect of compensation on employee performance mediated by the intervening variable job satisfaction, and the influence of workload on employee performance mediated by variables job satisfaction interventions. The hope from the results of this study is that the Palm Oil company PT. Multi Prima Entakai is able to find out what factors influence the performance of their employees. By knowing these factors, it is hoped that the company will be able to improve and get good performance results from its employees. the influence between compensation and employee performance mediated by the intervening variable job satisfaction, and the influence between workload and employee performance mediated by the intervening variable job satisfaction. The hope from the results of this study is that the Palm Oil company PT. Multi Prima Entakai is able to find out what factors influence the performance of their employees. By knowing these factors, it is hoped that the company will be able to improve and get good performance results from its employees. the influence between compensation and employee performance mediated by the intervening variable job satisfaction, and the influence between workload and employee performance mediated by the intervening variable job satisfaction. The hope from the results of this study is that the Palm Oil company PT. Multi Prima Entakai is able to find out what factors influence the performance of their employees. By knowing these factors, it is hoped that the company will be able to improve and get good performance results from its employees.

Keywords: Compensation, Workload, Employee Performance, Job Satisfaction.