

## ABSTRAK

### ANALISIS HUBUNGAN KOMPENSASI DAN MOTIVASI DENGAN PRESTASI KERJA KARYAWAN

Studi kasus Karyawan Departemen Produksi  
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**2003**

Penelitian ini bertujuan untuk mengetahui 1) hubungan antara kompensasi dengan prestasi kerja karyawan 2) hubungan antara kompensasi dengan motivasi kerja karyawan 3) hubungan antara motivasi dengan prestasi kerja karyawan. Penelitian dilaksanakan di "PT Sampurna Kuningan", Juwana - Pati pada bulan November 2002 sampai bulan Desember 2002.

Populasi penelitian adalah karyawan departemen produksi "PT Sampurna Kuningan". Pengambilan sampel dilakukan dengan menggunakan *Proportionate stratified random sampling* sebanyak 80 karyawan. Metode pengumpulan data menggunakan wawancara, kuesioner, dan observasi. Analisis data dilakukan dengan menggunakan teknik Korelasi *Product Moment Pearson* dengan taraf signifikansi 5 %.

Hasil Analisis penelitian menunjukkan bahwa : 1) ada hubungan positif, rendah dan signifikan antara kompensasi dengan prestasi kerja karyawan yang dibuktikan dengan koefisien korelasi ( $r$ ) 0,283. 2) ada hubungan positif, rendah dan signifikan antara kompensasi dengan motivasi kerja karyawan yang dibuktikan dengan koefisien korelasi ( $r$ ) 0,379. 3) ada hubungan positif, rendah dan signifikan antara motivasi dengan prestasi kerja karyawan yang dibuktikan dengan koefisien korelasi ( $r$ ) 0,300.

## ABSTRACT

### **AN ANALYSIS ON THE RELATIONSHIP BETWEEN COMPENSATION AND MOTIVATION AND EMPLOYEES' WORK ACHIEVEMENT**

A case study of Employees at Production Department of  
"PT Sampurna Kuningan", Juwana – Pati

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This research were purposed to know the relationship between : 1) compensation and employees' work achievement ; 2) compensation and employees' work motivation; 3) motivation and employees' work achievement. This research was conducted at "PT Sampurna Kuningan", Juwana -- Pati in November – December 2002.

The research population was all of the employees' at production department of "PT Sampurna Kuningan". The sampling technique was proportionate stratified random sampling method. to take 80 employees' as samples. Interview, qesionnairres, and observations were used as the techniques of collecting the data. The analysis of the data used was product moment pearson correlation with the level significance at 5 %.

The research results showed that : 1) there was a positive, low, and significant relationship between compensation dan employees' work achievement which was proved by the correlation coefficient (r) of 0,283 ; 2) there was a positive, low, and significant relationship between kompensasi dan employees' work motivation which was proved by the correlation coefficient (r) of 0,379 ; 3) there was a positive, low, and significant relationship between motivasi dan employees' work achievement which was proved by the correlation coefficient (r) of 0,300.