

ABSTRAK

PENGARUH KOMPENSASI, MOTIVASI, DAN BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN

Studi pada SMA Stella Duce 2 Yogyakarta

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2021

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, motivasi, dan budaya organisasi terhadap kinerja karyawan pada SMA Stella Duce 2 Yogyakarta. Populasi dalam penelitian ini adalah semua karyawan pada SMA Stella Duce 2 Yogyakarta. Jumlah sampel sebanyak 45 responden. Uji instrumen yang digunakan adalah uji validitas dan uji reliabilitas. Teknik analisis yang digunakan adalah regresi linear berganda. Pengolahan data menggunakan *Software SPSS Statistics 16*. Hasil penelitian menunjukkan bahwa 1) kompensasi tidak berpengaruh signifikan secara parsial terhadap kinerja karyawan, 2) motivasi tidak berpengaruh signifikan secara parsial terhadap kinerja karyawan, 3) budaya organisasi berpengaruh signifikan secara parsial terhadap kinerja karyawan, 4) kompensasi, motivasi, dan budaya organisasi berpengaruh secara simultan terhadap kinerja karyawan.

Kata Kunci: Kompensasi, Motivasi, Budaya Organisasi, Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF COMPENSATION, MOTIVATION, AND ORGANIZATION CULTURE ON EMPLOYEE PERFORMANCE

A Study on Stella Duce 2 Yogyakarta Senior High School

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This study aims to examine the influence(s) of compensation, motivation and organization culture on Stella Duce 2 Yogyakarta senior high school employees work performance. The population in this study included all of the employees working at Stella Duce 2 Yogyakarta senior high school and there were 45 respondents for the samples. The test instruments used in this study was the Multiple Linear Regression, while the data processor was the SPSS Statistics 16 Software. The results showed that 1) compensation has no partially significant influence the employees work performance 2) motivation has no partially significant influence the employees work performance 3) organization culture has a partially significant influence the employees work performance, 4) compensation, motivation and organization culture simultaneously influenced the employees work performance.

Keywords: Compensation, Motivation, Organization Culture, Work Performance