

**ABSTRAK**

**PENGARUH KEPUASAAN KERJA, MOTIVASI, DAN KOMPENSASI  
TERHADAP KINERJA KARYAWAN OASIS STUDIO HOTEL  
YOGYAKARTA**

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Penelitian bertujuan untuk mengetahui: 1) Pengaruh kepuasan kerja, motivasi, dan kompensasi secara simultan terhadap kinerja karyawan Oasis Studio Hotel Yogyakarta. 2) Pengaruh kepuasan kerja terhadap kinerja karyawan Oasis Studio Hotel Yogyakarta. 3) Pengaruh motivasi terhadap kinerja karyawan Oasis Studio Hotel Yogyakarta. 4) Pengaruh kompensasi terhadap kinerja karyawan. Populasi dalam penelitian ini adalah karyawan yang bekerja di Oasis Studio Hotel Yogyakarta. Sampel yang digunakan dalam penelitian ini sebanyak 100 responden. Teknik pengambilan sampel menggunakan metode *Non Probability Sampling*. Teknik analisis data dalam penelitian ini adalah analisis deskriptif, uji asumsi klasik, dan analisis regresi berganda dengan menyebarkan kuesioner ke 100 responden. Hasil menunjukkan bahwa: 1) Kepuasan kerja, motivasi, dan kompensasi berpengaruh positif secara simultan terhadap kinerja karyawan Oasis Studio Hotel Yogyakarta. 2) Kepuasan Kerja berpengaruh positif terhadap kinerja karyawan Oasis Studio Hotel Yogyakarta. 3) Motivasi berpengaruh positif terhadap kinerja karyawan Oasis Studio Hotel Yogyakarta. 4) Kompensasi berpengaruh positif terhadap kinerja karyawan Oasis Studio Hotel Yogyakarta.

Kata Kunci : Kepuasan Kerja, Motivasi, Kompensasi, Kinerja Karyawan.

**ABSTRACT**  
**EFFECT OF JOB SATISFACTION, MOTIVATION, AND COMPENSATION**  
**ON EMPLOYEE PERFORMANCE OASIS STUDIOHOTEL YOGYAKARTA**

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This study aims to determine: 1) the effect of job satisfaction, motivation, and compensation simultaneously on employee performance at Oasis Studio Hotel Yogyakarta. 2) the effect of job satisfaction on employee performance at Oasis Studio Hotel Yogyakarta. 3) the effect of motivation on employee performance at Oasis Studio Hotel Yogyakarta. 4) the effect of compensation on employee performance at Oasis Studio Hotel Yogyakarta. The population in this study was employees who worked at Oasis Studio Hotel Yogyakarta. The sample used in this study was 100 respondents. The sampling technique used was the Non Probability Sampling method. The data analysis technique in this study was descriptive analysis, classical assumption test, and multiple regression analysis by distributing questionnaires to 100 respondents. The results showed: 1) Job satisfaction, motivation, and compensation have a simultaneous positive effect on employee performance at Oasis Studio Hotel Yogyakarta. 2) Job Satisfaction has a positive effect on employee performance at Oasis Studio Hotel Yogyakarta. 3) Motivation has a positive effect on employee performance at Oasis Studio Hotel Yogyakarta. 4) Compensation has a positive effect on employee performance at Oasis Studio Hotel Yogyakarta.

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