

ABSTRAK

PENGARUH PEMBERIAN KOMPENSASI DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN MITRA DRIVER GOJEK KABUPATEN MAGELANG

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Penelitian ini bertujuan untuk mengetahui: 1) pengaruh pemberian kompensasi terhadap kinerja karyawan. 2) pengaruh pemberian motivasi kerja terhadap kinerja karyawan. Teknik pengambilan data menggunakan *sampel jenuh*. Data diperoleh dengan membagikan link kuesioner tentang kompensasi, motivasi kerja dan kinerja karyawan kepada 60 driver Gojek yang berada di Kabupaten Magelang. Analisis data menggunakan SPSS. Hasil penelitian menunjukkan bahwa: 1) pemberian kompensasi dan motivasi berpengaruh secara simultan terhadap kinerja karyawan 2) pemberian kompensasi secara langsung berpengaruh terhadap kinerja karyawan 3) pemberian motivasi kerja secara langsung berpengaruh terhadap kinerja karyawan.

Kata Kunci: kompensasi, motivasi kerja, dan kinerja karyawan.

ABSTRACT

THE INFLUENCE OF COMPENSATION AND WORK MOTIVATION ON THE PERFORMANCE OF GOJEK DRIVER PARTNER EMPLOYEES, MAGELANG REGENCY

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This study aims to determine: 1) the influence of compensation on employee performance. 2) the influence of work motivation program on employee performance. The sampling technique used was saturated sampling. Data were obtained by distributing a linked questionnaire about compensation, work motivation and employee performance to 60 Gojek drivers in Magelang Regency. The data analysis was done by using SPSS. The results of study showed that : 1) compensation and motivation influences employee performance. 2) direct compensation influences employee performance. 3) work motivation program directly influences employee performance.

Keywords: *compensation, work motivation, and employee performance.*