

## ABSTRAK

### HUBUNGAN PERSEPSI KOMPENSASI DAN PERSEPSI MOTIVASI KERJA DENGAN PERSEPSI KINERJA KARYAWAN Studi Kasus di *PT. Matra Engineering & Construction*

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Tujuan dari penelitian ini adalah untuk mengetahui: (1) Hubungan persepsi kompensasi dengan persepsi kinerja karyawan *PT. Matra Engineering & Construction*, (2) Hubungan persepsi motivasi kerja dengan persepsi kinerja karyawan *PT. Matra Engineering & Construction*.

Jenis penelitian ini adalah studi kasus. Teknik pengambilan sampel menggunakan *purposive sampling*. Sampel yang digunakan berjumlah 50 responden. Teknik pengumpulan data dalam penelitian ini adalah wawancara dan kuesioner. Teknik analisis data menggunakan Uji Korelasi *Rank* - Spearman.

Berdasarkan hasil uji korelasi *Rank* - Spearman dapat disimpulkan bahwa: (1) Terdapat hubungan persepsi kompensasi dengan persepsi kinerja karyawan positif dan sangat kuat, (2) Terdapat hubungan persepsi motivasi kerja dengan persepsi kinerja karyawan positif dan kuat

Kata Kunci: Kompensasi, Motivasi Kerja dan Kinerja Karyawan

**ABSTRACT**

**THE RELATIONSHIP BETWEEN COMPENSATION PERCEPTION AND  
WORK MOTIVATION PERCEPTION WITH THE PERFORMANCE OF  
EMPLOYEES PERCEPTION**

**Case Study on *PT. Matra Engineering & Construction***

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The purpose of this research is to determine: (1) The relationship between compensation perception with the performance of employees perception at *PT. Matra Engineering & Construction*, (2) The relationship between work motivation perception with the performance of employees perception at *PT. Matra Engineering & Construction*.

This research is a case study. The sampling technique is *purposive sampling*. The sample was 50 respondents. To get the data this research was using interviews and questionnaire. The data were analyzed using *Rank – Spearman* correlation test.

Based on the results, it can be concluded that (1) There is a relationship between compensation perception with the performance of employees perception which is positive and very strong, (2) There is a relationship between work motivation perception with the performance of employees perception which is positive and strong.

**Keywords:** Compensation, Work Motivation, and Employee Performance