

ABSTRAK

Penelitian ini memiliki tujuan guna menganalisis pengaruh gaji, kompensasi dan motivasi kerja pada kinerja karyawan di CV. Samudra Karya Nusantara. Penggunaan metode pada penelitian ini ialah pendekatan kuantitatif. Sebanyak 35 karyawan dijadikan sampel penelitian yang diambil melalui *non probability sampling* yakni *sampling* jenuh. Pengambilan data melalui kuesioner dengan memakai skala *likert* sebagai alat pengukuran. Data dianalisis dengan regresi linear berganda menggunakan *software* SPSS. Hasil penelitian menyatakan bahwa gaji tidak berpengaruh signifikan terhadap kinerja karyawan, kompensasi berpengaruh terhadap kinerja karyawan, motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, dan gaji, kompensasi serta motivasi kerja secara simultan berpengaruh terhadap kinerja karyawan.

Kata Kunci : Gaji, Kompensasi, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

This study aims to analyze the effect of salary, compensation and work motivation on employee performance at CV. Ocean of the Archipelago. The method used in this research is a quantitative approach. A total of 35 employees were used as research samples taken through non-probability sampling, namely saturated sampling. Collecting data through a questionnaire using a Likert scale as a measurement tool. Data were analyzed by multiple linear regression using SPSS software. The results of the study state that salary has no significant effect on employee performance, compensation has an effect on employee performance, work motivation has a significant effect on employee performance, and salary, compensation and work motivation simultaneously affect employee performance.

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