

ABSTRACT

In this review, the researcher aims to conduct research to analyze the importance of the influence of competence, compensation, and work environment on employee performance at PT Mitra Mulia Makmur Sidoarjo. The influence of this competence has an impact on the company's problems which are not sufficient to support employee performance. Where competence is an ability based on knowledge, skills in doing work. While compensation is a reciprocal appreciation, namely respecting work results by ensuring fairness of salaries to obtain quality employees. The work environment has an important meaning in a company, namely to support productivity and employee performance levels. The sample used was 120 employees of PT Mitra Mulia Makmur Sidoarjo with sampling technique using nonprobability sampling technique with purposive sampling and data collection tools using questionnaires. Data analysis techniques used multiple linear regression analysis. The results showed that partially the influence of competence, compensation, and work environment on employee performance. Simultaneously the influence of competence, compensation, and work environment on employee performance.

Keywords: Competence, Compensation, Work Environment and Employee Performance

ABSTRAK

Penelitian ini bertujuan buat mengetahui, menganalisis, serta membuktikan pengaruh dari Kompetensi, Kompensasi dan Lingkungan kerja Terhadap Kinerja Karyawan Pada PT Mitra Mulia Makmur. Populasi yang dipergunakan pada penelitian ini terdiri dari seluruh karyawan PT Mitra Mulia Makmur. Teknik pengambilan sampel menggunakan sampling jenuh yaitu sebanyak 120 responden. Hasil analisis data bisa disimpulkan bahwa pengaruh kompetensi terhadap tinerja karyawan mempunyai nilai t hitung sebesar 3,677 dengan nilai signifikan 0,000 ($0,000 < 0,05$). Pengaruh kompensasi terhadap terhadap kinerja karyawan mempunyai nilai t hitung sebesar 1,609 dengan nilai signifikan 0,110 ($0,111 < 0,05$). Pengaruh lingkungan kerja terhadap kinerja karyawan mempunyai nilai t hitung sebesar 3,472 dengan nilai signifikan 0,001 ($0,000 < 0,05$).

Kata Kunci : Kompetensi, Kompensasi dan Lingkungan kerja Terhadap Kinerja Karyawan