

## ABSTRAK

**Linda Kurniawati. 2021. Pengaruh Kepemimpinan, Motivasi Dan Kompensasi terhadap Kinerja Karyawan Pada PT. Kirana Permata. Skripsi Dibimbing oleh Dr. Rini Efrianti, SE., M.Si. dan RR. Dimas Veronica P, S.E., M.M.**

Penelitian ini membahas tentang pengaruh kepemimpinan, motivasi dan kompensasi terhadap kinerja karyawan pada PT. Kirana Permata. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 50 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa  $F_{hitung}$  sebesar 673,186. Hasil tersebut kemudian dibandingkan dengan  $F$  tabel pada tingkat kepercayaan 95% atau  $\alpha = 5\%$  dengan  $F$  tabel =  $F(1 - \alpha)$  (dk pembilang (jumlah variabel independent)= 2), (dk penyebut =  $50 - 3 - 1 = 46$ ) didapat  $F$  tabel 2,81. Jadi  $F_{hitung} > F$  tabel atau  $673,186 > 2,81$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima, artinya seluruh variabel  $X$  yaitu kepemimpinan ( $X_1$ ), motivasi ( $X_2$ ) dan kompensasi ( $X_3$ ) secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan di PT. Kirana Permata. Selanjutnya untuk uji parsial diketahui jika untuk variabel Kepemimpinan ( $X_1$ )  $t_{hitung} > t_{tabel}$  atau  $2,386 > 2,012$ , maka kepemimpinan berpengaruh signifikan terhadap kinerja karyawan di PT. Kirana Permata. Nilai yang diperoleh untuk variabel motivasi ( $X_2$ ),  $t_{hitung} > t_{tabel}$  atau  $2,383 > 2,012$ , maka motivasi berpengaruh signifikan terhadap kinerja karyawan di PT. Kirana Permata. Kemudian variabel kompensasi ( $X_3$ ), diketahui jika nilai  $t_{hitung} > t_{tabel}$  atau  $13,011 > 2,012$ , maka kompensasi berpengaruh signifikan terhadap kinerja karyawan di PT. Kirana Permata. Nilai Koefisien determinasi (*Adjusted R Square*) adalah sebesar 0,976 hal ini menunjukkan bahwa sebesar 97,6% sumbangan dari kinerja karyawan di PT. Kirana Permata bisa dijelaskan oleh variabel Kepemimpinan ( $X_1$ ), motivasi ( $X_2$ ) dan kompensasi ( $X_3$ ) sedangkan sisanya sebesar 2,4% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya kompetensi, kepuasan kerja dan lain-lain.

**Kata Kunci: Kepemimpinan, Motivasi dan Kompensasi Kinerja Karyawan**

## ABSTRAC

**Linda Kurniawati. 2021. The Influence of Leadership, Motivation and Compensation on Employees' Performance at PT. Kirana Permata. Under the guidance of Dr. Rini Efrianti, SE., M.Si. and RR. Dimas Veronica P, S.E., M.M.**

This study discusses the influence of leadership, motivation and compensation on employees' performance at PT. Kirana Permata. The data collection technique used in this study was through the distribution of questionnaires. The total population is 50 people. The analytical method used is multiple linear regression. The results showed that the F count was 673,186. These results are then compared with F table at 95% confidence level or  $\alpha = 5\%$  with F table = F (1 - ) (dk numerator (number of independent variables) = 2), (dk denominator =  $50-3-1 = 46$

) obtained F table 2.81. So  $F \text{ count} > F \text{ table}$  or  $673.186 > 2.81$ , then the decision  $H_0$  is rejected and  $H_a$  is accepted, meaning that all X variables, namely leadership (X1), motivation (X2) and compensation (X3) together have a significant influence on employees' performance at PT. Kirana Permata. Furthermore, for the partial test, it is known that for the Leadership variable (X1)  $t \text{ count} > t \text{ table}$  or  $2,386 > 2,012$ , then leadership has a significant influence on employees' performance at PT. Kirana Permata. The value obtained for the motivation variable (X2),  $t \text{ count} > t \text{ table}$  or  $2,383 > 2,012$ , then motivation has a significant influence on employees' performance at PT. Kirana Permata. Then the compensation variable (X3), it is known that if the value of  $t \text{ count} > t \text{ table}$  or

$13.011 > 2.012$ , then compensation has a significant influence on employees' performance at PT. Kirana Permata. The value of the coefficient of determination (Adjusted R Square) is 0.976, this indicates that 97.6% is contributed by employees' performance at PT. Kirana Permata can be explained by the variables of Leadership (X1), motivation (X2) and compensation (X3) while the remaining 2.4% is influenced by other variables besides the variables in this study, such as competence, job satisfaction and others.

**Keywords: Leadership, Motivation and Employees' Performance Compensation**