

ABSTRAK

Mala Dela (2022), penelitian dengan judul Pengaruh Beban Kerja, Kompensasi, dan Komunikasi Kerja Terhadap Kinerja Karyawan Bagian Pelayanan Teknik PT. PLN (Persero) Rayon Muaradua, Novegya Ratih P, SE.,M.Si., selaku pembimbing I dan Hilmi Wiranawata, SE., M.M.,selaku pembimbing II.

Tujuan penelitian ini untuk mengetahui Pengaruh Beban Kerja, Kompensasi, dan Komunikasi Kerja Terhadap Kinerja Karyawan Bagian Pelayanan Teknik PT. PLN (Persero) Rayon Muaradua dengan 42 sampel, metode analisis yang digunakan adalah metode kuantitatif.

Berdasarkan hasil analisis dengan teknik analisis regresi berganda, menunjukkan Beban Kerja (X_1), Kompensasi (X_2) dan Komunikasi (X_3), memiliki arah hubungan yang positif terhadap Kinerja Karyawan Bagian Pelayanan Teknik PT. PLN (Persero) Cabang Muaradua hal ini membuktikan bahwa hipotesis dalam penelitian ini terjawab dengan melakukan uji hipotesis diperoleh hasil bahwa t_{hitung} Beban Kerja (X_1) sebesar 2,580 dengan t_{tabel} sebesar 2,024 karena $t_{hitung} > t_{tabel}$ yaitu $2,580 > 2,024$ maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan antara Beban Kerja dengan kinerja karyawan, t_{hitung} Kompensasi (X_2) sebesar 3,433 dengan t_{tabel} sebesar 2,024 karena $t_{hitung} > t_{tabel}$ yaitu $3,433 > 2,024$ maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan antara Kompensasi dengan kinerja karyawan dan t_{hitung} Komunikasi (X_3) sebesar 4,060 dengan t_{tabel} sebesar 2,024 karena $t_{hitung} > t_{tabel}$ yaitu $4,060 > 2,024$ maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan antara Komunikasi dengan kinerja karyawan

Nilai nilai F_{hitung} 84,896 hasil tersebut kemudian dibandingkan dengan F_{tabel} pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat F_{tabel} 2,86. Jadi $F_{hitung} > F_{tabel}$ dimana $84,896 > 2,86$ maka H_0 ditolak dan H_a diterima, artinya secara simultan ada pengaruh signifikan antara Beban Kerja (X_1), Kompensasi (X_2), Komunikasi (X_3) secara bersama-sama terhadap variabel Kinerja Karyawan (Y)

Nilai koefisien determinasi (*adjusted R square*) pada penelitian ini adalah sebesar 0,860 yang menunjukkan pengertian bahwa kinerja karyawan dipengaruhi oleh Beban Kerja (X_1), Kompensasi (X_2) dan Komunikasi (X_3), sebesar 86,0% sedangkan sisanya 14% dipengaruhi oleh factor lain seperti Kerjasama tim dan lingkungan kerja

Kata kunci :Pengaruh Beban Kerja, Kompensasi, Komunikasi dan Kinerja Karyawan

ABSTRACT

Mala Dela (2022), The Influence of Workload, Compensation, and Work Communication on Employees' Performance at the Engineering Service Division of PT. PLN (Persero) Rayon Muaradua, Novegya Ratih P, SE., M.Si., and Hilmi Wiranawata, SE., M.M.,

The purpose of this study was to determine the influence of workload, compensation, and work communication on the performance of employees at the engineering service division of PT. PLN (Persero) Rayon Muaradua with 42 samples, the analytical method used was quantitative method.

Based on the results of the analysis using multiple regression analysis techniques, it showed that Workload (X1), Compensation (X2) and Communication (X3), had a positive relationship direction to the Employees' Performance at the Engineering Service Division of PT. PLN (Persero) Muaradua Branch, this proved that the hypothesis in this study was answered by testing the hypothesis, the results were that tcount of Workload (X1) was 2,580 with ttable of 2,024 because tcount > ttable was 2,580 > 2,024 then H0 was rejected and Ha was accepted, it meant that there was a significant influence between workload and employees' performance, tcount Compensation (X2) of 3.433 with ttable of 2.024 because tcount > ttable that was 3,433 > 2,024 then H0 was rejected and Ha was accepted, meaning that there was a significant influence between compensation and employees' performance and tcount Communication (X3) of 4.060 with ttable of 2.024 because tcount > ttable that was 4.060 > 2.024 then H0 was rejected and Ha was accepted, meaning that there was a significant influence between communication and employees' performance

The value of Fcount 84,896 results was then compared with Ftable at a confidence level of 95% or = 5%, obtained F table 2.86. So Fcount > Ftable where 84,896 > 2,86 then H0 was rejected and Ha was accepted, meaning that simultaneously there was a significant influence between Workload (X1), Compensation (X2), Communication (X3) together on the Employees' Performance variable (Y)

The value of the coefficient of determination (adjusted R square) in this study was 0.860 which showed the understanding that employees' performance was influenced by Workload (X1), Compensation (X2) and Communication (X3), amounting to 86.0% while the remaining 14% was influenced by factors others such as Teamwork and work environment

Keywords: Influence of Workload, Compensation, Communication and Employees' Performance