

ABSTRAK

PENGARUH KOMPENSASI, KERJASAMA TIM DAN KREATIVITAS TERHADAP KINERJA KARYAWAN DI MCDONALD'S AREA SOLO RAYA

Bagas Isyak Pamungkas

2016514452

bagas.isyak115@gmail.com

Penelitian ini bertujuan untuk meneliti pengaruh kompensasi, kerjasama tim dan kreativitas terhadap kinerja karyawan. Sampel yang diambil dalam penelitian ini sejumlah 40 karyawan. Teknik analisis dalam penelitian ini terdiri dari uji validitas dan reabilitas, uji asumsi klasik, uji linier berganda, uji t, uji F dan uji R^2 (koefisien determinasi). Hasil uji regresi linier berganda dapat diketahui bahwa kompensasi, kerjasama tim dan kreativitas berpengaruh positif terhadap kinerja karyawan McDonald's Area Solo Raya. Hasil uji t dapat diketahui bahwa kompensasi, kerjasama tim dan kreativitas berpengaruh signifikan terhadap kinerja karyawan McDonald's Area Solo Raya. Hasil uji F dapat diketahui bahwa kompensasi, kerjasama tim dan kreativitas berpengaruh signifikan terhadap kinerja karyawan McDonald's Area Solo Raya. Hasil uji R^2 (koefisien determinasi) diperoleh nilai Adjusted R^2 sebesar 0,246 yang artinya variable pengaruh kompensasi, kerjasama tim dan kreativitas terhadap kinerja karyawan McDonald's Area Solo Raya mampu dijelaskan sebesar 24,6%. Sedangkan sisanya 75,4% dijelaskan oleh variable lain yang tidak dimasukkan dalam model regresi, misalnya kepemimpinan, lingkungan kerja dan insentif.

Kata Kunci : Kinerja, Kompensasi, Kerjasama Tim, Kreativitas

ABSTRACT

INFLUENCE OF COMPENSATION, TEAM COOPERATION AND CREATIVITY
AGAINST EMPLOYEE PERFORMANCE
(CASE STUDY ON MCDONALD'S SOLO AREA)

Bagas Isyak Pamungkas

2016514452

bagas.isyak115@gmail.com

This study aims to examine the effect of compensation, teamwork and creativity on employee performance. Samples taken in this study were 40 employees. The analysis technique in this study consisted of validity and reliability tests, classic assumption tests, multiple linear tests, t tests, F tests and R2 tests (coefficient of determination). The results of multiple linear regression tests can be seen that compensation, teamwork and creativity have a positive effect on the performance of McDonald's Solo Area employees. T test results can be seen that compensation, teamwork and creativity significantly influence the performance of McDonald's employees Solo Area. F test results can be seen that compensation, teamwork and creativity significantly influence the performance of McDonald's employees Solo Area. R2 test results (coefficient of determination) obtained Adjusted R2 value of 0.246 which means that the variable influence of compensation, teamwork and creativity on the performance of McDonald's employees Solo Area can be explained by 24.6%. While the remaining 75.4% is explained by other variables not included in the regression model, for example leadership, work environment and incentives.

Keywords: compensation, teamwork, creativity, employee performance.

