

ABSTRAK

Optimalisasi kinerja mendukung tercapainya tujuan perusahaan. Kajian Denis G.L (2014) menyatakan kepemimpinan, motivasi dan kompensasi merupakan faktor yang mempengaruhi kinerja karyawan dalam perusahaan. Penelitian ini menganalisis pengaruh kepemimpinan, motivasi dan kompensasi terhadap kinerja karyawan Rown Division Surakarta. Robbins (2015), Tanto Wijaya (2015) dan Mangkunegara (2017) menyatakan agar karyawan memberikan kinerja terbaiknya perlu mendapatkan perhatian, motivasi dan kompensasi dari pimpinan. Dengan metode deskriptif kuantitatif, 35 responden diambil secara teknik sampling jenuh. Kuesioner sebagai instrumen untuk mengumpulkan data. Analisis data menggunakan Uji Asumsi Klasik, Uji Regresi Linier Berganda, Uji t, Uji F dan Uji R^2 . Hasil Uji Asumsi Klasik menunjukkan data dapat dipertanggung jawabkan. Uji Regresi sebesar 0,294, 0,020 dan -0,014 artinya kepemimpinan dan kompensasi berpengaruh positif sedangkan motivasi berpengaruh negatif terhadap kinerja. Nilai signifikansi Uji t sebesar 0,043, 0,888 dan 0,932 berarti kepemimpinan berpengaruh signifikan sedangkan motivasi dan kompensasi berpengaruh tidak signifikan terhadap kinerja. Uji F dengan signifikansi $0,023 < 0,05$ maka kepemimpinan, motivasi dan kompensasi berpengaruh signifikan secara simultan. Uji R^2 sebesar 0,190 menunjukkan kepemimpinan, motivasi dan kompensasi berpengaruh 19% terhadap kinerja karyawan Rown Division Surakarta. Hasil penelitian ini bermanfaat sebagai masukan bagi pimpinan untuk menentukan strategi peningkatan kinerja karyawan.

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

ABSTRACT

Performance optimization support the achievement of company goals. This study of Denis G.L (2014) states that leadership, motivation and compensation are factors which giving major influence to employees' performance in the company. This research analyzes the effect of leadership, motivation and compensation on employee performances in Rown Division Surakarta. Robbins (2015), Tanto Wijaya (2015) and Mangkunegara (2017) stated that to persuade employees' giving their best performance, they need to get attention, motivation and compensation from the leader. By using the descriptive quantitative with saturated sampling technics it applied 35 Rown Division Surakarta's employees as the respondents. Questioner was used as the instrument to collect data. Data are analyzed using Classic Assumption Test, Multiple Linear Regression Test, t Test, F Test and R² Test. The classical assumption test results show that the data can be justified. Meanwhile, the Regression test of 0.294, 0.020 and -0.014 means that leadership and compensation have a positive effect while motivation has a negative effect on performance. Significance value of t test of 0.043, 0.888 and 0.932 means that leadership has a significant effect while motivation and compensation does not have significant effect on performance. The F test with a significance value is 0,023 < 0,05 meaning leadership, motivation and compensation have a significant effects simultaneously. The R² Test of 0,190 showed leadership, motivation and compensation had a 19% effect towards Rown Division Surakarta employees' performances. The results of this study are useful as input for leaders to determine strategies for improving employees' performance.

Keywords : *Analysis, Leadership, Motivation, Compensation, Employee Performance*