

ABSTRAK

PENGARUH KOMPENSASI, STRES KERJA DAN REWARD TERHADAP KINERJA KARYAWAN BAGIAN PRODUKSI PT.DELTOMED LABORATORIES WONOGIRI

Tujuan dari penelitian ini untuk mengetahui pengaruh kompensasi, stress kerja dan *reward* terhadap kinerja karyawan bagian produksi PT. Deltomed Laboratories Wonogiri. Populasi yang digunakan dalam penelitian ini adalah karyawan PT. Deltomed Laboratories dengan sampel sebesar 113 responden yang diperoleh menggunakan teknik pengambilan *stratified random sampling*.

Metode yang digunakan dalam penelitian ini adalah uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, uji F dan uji koefisien determinasi. Berdasarkan hasil analisis menunjukkan bahwa uji validitas dan reliabilitas terhadap seluruh item pertanyaan yang diajukan terbukti valid dan reliabel. Hasil uji asumsi klasik menunjukkan bahwa penelitian ini terdistribusi secara normal, tidak terjadi multikolinearitas, heteroskedastisitas, dan autokorelasi pada model regresi. Hasil persamaan koefisien regresi linier berganda menunjukkan bahwa variabel pengaruh kompensasi, stress kerja dan *reward* berpengaruh positif terhadap kinerja karyawan pada PT. Deltomed Laboratories Wonogiri. Hasil uji t menunjukkan bahwa kompensasi berpengaruh tidak signifikan terhadap kinerja karyawan, sedangkan stress kerja dan *reward* berpengaruh signifikan terhadap kinerja karyawan. Hasil uji F menunjukkan bahwa secara simultan variabel kompensasi, stress kerja dan *reward* berpengaruh positif/signifikan terhadap kinerja karyawan. Sedangkan, hasil uji koefisien determinasi diperoleh nilai *Adjusted R Square* sebesar 0,485. Artinya variabel kompensasi, stress kerja dan *reward* memberikan kontribusi sebesar 48,5% terhadap kinerja karyawan PT. Deltomed Laboratories Wonogiri, sedangkan sisanya sebesar 51,5% dipengaruhi oleh faktor lain di luar variabel yang diteliti misalnya kepemimpinan, budaya organisasi, dan disiplin kerja.

Kata kunci : Kompensasi, Stress Kerja, dan Reward

ABSTRACT

THE EFFECT OF COMPENSATION, WORK STRESS AND REWARD ON EMPLOYEE PERFORMANCE OF PRODUCTION PART OF PT.DELTOMED LABORATORIES WONOGIRI

The purpose of this study was to determine the effect of compensation, work stress and reward on the performance of employees of the production department of PT.Deltomed Laboratories Wonogiri. The population used in this study were employees of PT. Deltomed Laboratories with a sample of 113 respondents obtained using stratified random sampling technique.

The method used in this research is validity test, reliability test, classic assumption test, multiple linear regression analysis, t test, F test and coefficient of determination test. Based on the results of the analysis shows that the validity and reliability of all items raised questions proved to be valid and reliable. The classic assumption test results show that this study is normally distributed, there is no multicollinearity, heteroscedasticity, and autocorrelation in the regression model. The results of the multiple linear regression coefficient equation show that the variable influence of compensation, work stress and reward has a positive effect on employee performance at PT.Deltomed Laboratories Wonogiri. T test results show that compensation has effect no significant on employee performance, while work stress and reward have a significant effect on employee performance. F test results show that simultaneously the compensation, work stress and reward variables have a positive/significant effect on employee performance. Meanwhile, the determination coefficient test results obtained Adjusted R Square value of 0.485. This means that the compensation, work stress and reward variables contribute 48.5% to the performance of the employees of PT. Deltomed Laboratories Wonogiri, while the remaining 51.5% is influenced by other factors outside the variables studied such as leadership, organizational culture, and work discipline.

Keywords : Compensation, Job Stress, and Reward.