

ABSTRAK

Dari hasil penelitian pengaruh kompensasi Finansial dan kompensasi Finansial terhadap kinerja karyawan dengan Budaya Organisasi sebagai variabel moderasi pada karyawan di PT. Merapi Utama Phrama Padang:(1) Kompensasi Finansial berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan,(2) Kompensasi Non Finansial berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan,(3) Kompensasi Finansial berpengaruh positif dan tidak signifikan terhadap Budaya Organisasi,(4) Kompensasi Non Finansial berpengaruh positif dan tidak signifikan terhadap Budaya Organisasi.

Kata Kunci : Kompensasi Finansial,Kompensasi Non Finansial,Kinerja Karyawan,Budaya Organisasi

ABSTRACT

From the results of research on the effect of financial compensation and financial compensation on employee performance with Organizational Culture as a moderating variable for employees at PT. Main Merapi Phrama Padang:(1) Financial Compensation has a positive and insignificant effect on Employee Performance,(2) Non-financial compensation has a positive and insignificant effect on employee performance,(3) Financial Compensation has a positive and insignificant effect on Organizational Culture,(4) Non-financial compensation has a positive and insignificant effect on organizational culture.

Keywords: Financial Compensation, Non-Financial Compensation, Employee Performance, Organizational Culture