

## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Kompensasi Finansial, Gaya Kepemimpinan Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Yamaha Sumbar Cabang Damar. Metode analisis data menggunakan kuesioner, dengan sampel 40. Metode analisis data yang digunakan adalah Analisis Regresi Linear Berganda. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan signifikan antara Kompensasi Finansial terhadap Kinerja Karyawan. Terdapat pengaruh positif dan tidak signifikan antara Gaya Kepemimpinan terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan antara Motivasi Kerja terhadap Kinerja Karyawan. Terdapat pengaruh positif dan signifikan antara Kompensasi Finansial, Gaya Kepemimpinan Dan Motivasi Kerja secara bersama-sama terhadap Kinerja Karyawan. Kontribusi variabel Kompensasi Finansial, Gaya Kepemimpinan Dan Motivasi Kerja terhadap Kinerja Karyawan berpengaruh sebesar 64,2% sedangkan sisanya sebesar 35,8% di pengaruhi oleh variabel lain diluar penelitian ini.

**Kata Kunci: Kompensasi Finansial, Gaya Kepemimpinan, Motivasi Kerja, Dan Kinerja Karyawan**

## ABSTRACT

*The purpose of this study was to find out how much influence financial compensation, leadership style and work motivation have on employee performance at Yamaha Damar Branch West Sumatra. The data analysis method uses a questionnaire, with a sample of 40. The data analysis method used is Multiple Linear Regression Analysis. Based on the results of the study indicate that there is a positive and significant influence between Financial Compensation on Employee Performance. There is a positive and insignificant influence between Leadership Style on Employee Performance. There is a positive and significant influence between Work Motivation on Employee Performance. There is a positive and significant influence between Financial Compensation, Leadership Style and Work Motivation together on Employee Performance. The variable contribution of Financial Compensation, Leadership Style and Work Motivation to Employee Performance has an effect of 64.2% while the remaining 35.8% is influenced by other variables outside this study.*

***Keywords: Financial Compensation, Leadership Style, Work Motivation, and Employee Performance***