

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar, Pengaruh Fasilitas Kerja, Stress Kerja dan Kompensasi terhadap Kinerja Karyawan dengan Motivasi Kerja sebagai Variabel Intervening pada PT.DSL Dharmasraya Sawit Lestari. Metode pengumpulan data melalui survey dan menyebarkan kuesioner, jalur menggunakan aplikasi SmartPLS. Maka dapat ditarik kesimpulan sebagai berikut : Terdapat pengaruh tidak signifikan Fasilitas Kerja terhadap Motivasi Kerja. Terdapat secara signifikan pengaruh Stress Kerja terhadap Motivasi Kerja. Terdapat secara signifikan pengaruh Kompensasi terhadap Motivasi Kerja. Terdapat pengaruh tidak signifikan Fasilitas Kerja terhadap Kinerja Karyawan. Terdapat secara signifikan pengaruh Stress Kerja terhadap Kinerja Karyawan. Terdapat secara signifikan pengaruh Kompensasi terhadap Kinerja Karyawan. Terdapat secara signifikan pengaruh Motivasi Kerja terhadap Kinerja Karyawan. Motivasi Kerja mampu memediasi variabel Fasilitas Kerja terhadap Kinerja Karyawan. Motivasi Kerja tidak mampu memediasi variabel Stress kerja terhadap Kinerja Karyawan. Motivasi Kerja tidak mampu memediasi variabel Kompensasi terhadap Kinerja Karyawan.

Kata kunci : Fasilitas Kerja, Stress Kerja, Kompensasi, Kinerja Karyawan, Motivasi

ABSTRACT

This research aims to determine how much influence work facilities, work stress and compensation have on employee performance with work motivation as an intervening variable at PT.DSL Dharmasraya Sawit Lestari. The data collection method is through surveys and distributing questionnaires, using the SmartPLS application. So the following conclusions can be drawn: There is an insignificant influence of Job Facilities on Work Motivation. There is a significant influence of Job Stress on Work Motivation. There is a significant influence of compensation on work motivation. There is an insignificant effect of work facilities on employee performance. There is a significant influence of Job Stress on Employee Performance. There is a significant influence of compensation on employee performance. There is a significant influence of work motivation on employee performance. Work Motivation is able to mediate the Work Facilities variable on Employee Performance. Work Motivation is unable to mediate the work stress variable on employee performance. Work Motivation is not able to mediate the Compensation variable on Employee Performance.

Keywords: *Work Facilities, Work Stress, Compensation, Employee Performance, Motivation*