

ABSTRAK

Zulpadli, No. Bp :15101155310245, Jurusan Manajemen, tahun 2015, Pengaruh Kompensasi Dan Pengembangan Karier Terhadap Kinerja Karyawan melalui Motivasi Kerja Sebagai variabel Intervening Pada PT. Perkebunan Nusantara IV Unit Kebun Timur Sumatera Utara, dibawah bimbingan Ibu **Hj. YOSI YULIA, S.E., M.M., Ak., CA** dan Ibu **VIVI NILA SAI, S.E., M.M.**

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan pengembangan karier terhadap kinerja karyawan melalui motivasi kerja sebagai variabel intervening PT. perkebunan Nusantara IV Unit Kebun Timur Sumatera Utara. Metode yang digunakan dalam penelitian ini adalah dengan menggunakan dengan analisis regresi linear berganda dan analisis jalur.

Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) model 1 diperoleh: (a) Terdapat pengaruh tidak signifikan kompensasi terhadap motivasi kerja, dibuktikan dengan nilai t-hitung untuk variabel kompensasi (X1) $-0,117 < t\text{-tabel } 1,989$. (b) Terdapat pengaruh positif dan signifikan pengembangan karier terhadap motivasi kerja, dibuktikan dengan nilai t-hitung variabel pengembangan karier (X2) $6,023 > t\text{-tabel } 1,989$. Hasil penelitian yang didapatkan berdasarkan Uji Parsial (Uji t) model 2 diperoleh: (a) Terdapat pengaruh positif dan signifikan kompensasi terhadap kinerja karyawan, dibuktikan dengan nilai t-hitung untuk variabel kompensasi (X1) $3,920 > t\text{-tabel } 1,989$. (b) Terdapat pengaruh positif dan signifikan pengembangan karier terhadap kinerja karyawan, dibuktikan dengan nilai t-hitung untuk variabel pengembangan karier (X2) $-0,650 < t\text{-tabel } 1,989$. (c) Terdapat pengaruh positif dan signifikan motivasi kerja terhadap kinerja karyawan, dibuktikan dengan nilai t-hitung untuk variabel motivasi kerja (Z) $1,992 > t\text{-tabel } 1,989$. Kemudian berdasarkan uji hipotesis secara simultan (Uji F) model I dan model II dapat diketahui nilai F_{hitung} . Dengan demikian pengaruh kompensasi dan pengembangan karier terhadap kinerja karyawan melalui motivasi kerja sebagai variabel intervening tersebut sudah layak dan benar. Dan berdasarkan uji koefisien Determinasi (R^2) model 1 nilainya 0,477 atau 47,7% hal ini menunjukkan bahwa persentase sumbangan variabel independen Kompensasi, Pengembangan Karier terhadap variabel dependen Motivasi Kerja sebesar 0,477 atau 47,7%. Sedangkan sisanya sebesar 52,3% dipengaruhi oleh variabel lain di luar penelitian ini. Dan berdasarkan uji koefisien Determinasi (R^2) model II nilainya 0,538 atau 53,8%, hal ini menunjukkan bahwa persentase sumbangan variabel independen Kompensasi, pengembangan karier dan Motivasi Kerja terhadap variabel dependen Kinerja Karyawan sebesar 0,538 atau 53,8%. Sedangkan sisanya sebesar 46,2% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata kunci :Kompensasi, Pengembangan Karier, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

Zulpadli, No. Bp: 15101155310245, Department of Management, 2015, The Effect of Compensation and Career Development on Employee Performance through Work Motivation As an Intervening variable at PT. Perkebunan Nusantara IV East Garden Unit of North Sumatra, under the guidance of Mrs. Hj. YOSI YULIA, S.E., M.M., Ak., CA and Mrs. VIVI NILA SAI, S.E., M.M.

This study aims to determine the effect of compensation and career development on employee performance through work motivation as an intervening variable of PT. Nusantara IV plantation East Garden Unit North Sumatra. The method used in this study is to use multiple linear regression analysis and path analysis.

The results obtained based on the Partial Test (t test) model 1 were obtained: (a) There was an insignificant effect of compensation on work motivation, as evidenced by the calculated value for the compensation variable (X1) $-0.117 < t\text{-table } 1.989$. (b) There is a positive and significant influence on career development on work motivation, as evidenced by the value of the career development variable (X2) $6,023 > t\text{-table } 1,989$. The results obtained based on the Partial Test (t test) model 2 are obtained: (a) There is a positive and significant effect of compensation on employee performance, as evidenced by the calculated value for compensation variable (X1) $3,920 > t\text{-table } 1,989$. (b) There is a positive and significant influence on career development on employee performance, as evidenced by the calculated value for career development variables (X2) $-0,650 < t\text{-table } 1,989$. (c) There is a positive and significant effect of work motivation on employee performance, as evidenced by the calculated value for work motivation variable (Z) $1,992 > t\text{-table } 1,989$. Then based on hypothesis testing simultaneously (Test F) model I and model II can be known the value of Fcount. Thus, the influence of compensation and career development on employee performance through work motivation as an intervening variable is appropriate and correct. And based on the Determination coefficient test (R²) model 1 the value is 0.477 or 47.7%, this indicates that the percentage contribution of the independent variable Compensation, Career Development to the dependent variable Work Motivation is 0.477 or 47.7%. While the remaining 52.3% is influenced by other variables outside of this study. And based on the Determination coefficient test (R²) model II the value is 0.538 or 53.8%, this indicates that the percentage of independent variable contributions Compensation, career development and Work Motivation towards the dependent variable Employee Performance is 0.538 or 53.8%. While the remaining 46.2% is influenced by other variables outside of this study.

Keywords: Compensation, Career Development, Work Motivation, Employee Performance