

**Yunanda Haria Pratama, 16101155310604, Jurusan Manajemen, 2020, “Pengaruh *Job Description*, Kompensasi, Dan Lingkungan Kerja Terhadap Peningkatan Kinerja karyawan Melalui Motivasi Sebagai Variabel Intervening Pada Pabrik Amdk Airumeg PT. Sembilan Berlian Gunung Medan ”, dibawah bimbingan Bapak Dr. Fitrizal, SE, MM selaku Pembimbing I dan Ibu Nila Pratiwi, SHI, MA selaku Pembimbing II.**

### **ABSTRAK**

Tujuan penelitian ini untuk mengetahui pengaruh *job description* , kompensasi dan lingkungan kerja terhadap peningkatan kinerja karyawan pada pabrik Amdk Airumeg PT. Sembilan Berlian Gunung Medan dengan motivasi sebagai variabel intervening, baik secara parsial maupun bersama-sama. Sampel yang diteliti 100 karyawan pada pabrik Amdk Airumeg PT. Sembilan Berlian Gunung Medan. Metode analisis menggunakan analisis regresi berganda dan *path analysis*. Berdasarkan hasil penelitian, maka didapatkan temuan sebagai berikut: Pengaruh tidak langsung Job Description melalui *Motivasi* lebih kecil dibandingkan pengaruh langsung terhadap Kinerja. Maka motivasi tidak dapat memediasi pengaruh *Job Description* ke Kinerja secara signifikan. Pengaruh langsung kompensasi lebih kecil dibandingkan pengaruh tidak langsung melalui *motivasi* terhadap Kinerja. Maka Motivasi tidak dapat memediasi pengaruh Kompensasi ke Kinerja secara signifikan. Pengaruh langsung Lingkungan kerja lebih kecil dibandingkan pengaruh tidak langsung melalui *Motivasi* terhadap kinerja. Maka motivasi dapat memediasi pengaruh Lingkungan kerja ke Kinerja secara signifikan.

Kontribusi variabel *job description*, kompensasi, lingkungan kerja dan motivasi terhadap variabel *dependen* Kinerja adalah sebesar 0,671 atau 67,1%. Sedangkan sisanya adalah sebesar 0,329 atau 32,9% dipengaruhi oleh variabel lain di luar penelitian ini.

**Keywords: Job Description, Kompensasi, Lingkungan Kerja, Motivasi dan Kinerja Karyawan**

*Yunanda Haria Pratama, 16101155310604, Department of Management, 2020, "The Influence of Job Description, Compensation, and Work Environment on Employee Performance Improvement through Motivation as an Intervening Variable in the Factory Amdk Airumeg PT. Sembilan Berlian Gunung Medan", under the guidance of Mr. Dr. Fitrizal, SE, MM as Promotor and Mrs. Nila Pratiwi, SHI, MA as Co-Promotor*

### **ABSTRACT**

*The purpose of this study was to determine the effect of job description, compensation and work environment on improving employee performance at the factory Amdk Airumeg PT. Sembilan Berlian Gunung Medan with motivation as an intervening variable, both in a joint and joint manner. Samples studied 100 employees at the factory Amdk Airumeg PT. Sembilan Berlian Gunung Medan. The analysis method uses multiple regression analysis and path analysis. Based on the research results, the following findings were found: The indirect effect of job description through motivation is smaller than the direct effect on performance. So motivation cannot significantly mediate the effect of Job Description on Performance. The direct effect of compensation is smaller than the indirect effect through motivation on performance. So motivation cannot significantly mediate the effect of compensation on performance. The direct effect of the work environment is smaller than the indirect effect through motivation on performance. So motivation can significantly mediate the influence of the work environment on performance.*

*The contribution of the job description variable, compensation, work environment and motivation to the dependent variable performance is 0.671 or 67.1%. While the rest is 0.329 or 32.9% influenced by other variables outside this study.*

**Keywords: Job Description, Compensation, Work Environment, Motivation, and Employee Performance**