

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh Kepemimpinan, Kompensasi, Dan Disiplin Kerja Terhadap Sistem Pengukuran Kinerja dan seberapa besar pengaruh Kepemimpinan, Kompensasi, Disiplin Kerja, dan Sistem Pengukuran Kinerja terhadap Kinerja Karyawan pada Hotel Pangeran Beach Padang. Metode analisis data menggunakan kuesioner, dengan sampel 113 responden. Metode analisis data yang digunakan adalah analisis jalur.

Berdasarkan hasil penelitian menunjukkan bahwa Kepemimpinan, Kompensasi, dan Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan dan Sistem Pengukuran Kinerja memediasi Kepemimpinan terhadap Kinerja Karyawan, Sistem Pengukuran Kinerja memediasi Kompensasi terhadap Kinerja Karyawan, dan Sistem Pengukuran Kinerja memediasi Disiplin Kerja terhadap Kinerja Karyawan. Kontribusi variabel Kepemimpinan, Kompensasi, Disiplin Kerja, dan Sistem Pengukuran Kinerja berpengaruh sebesar 69,1% sedangkan sisanya sebesar 30,9% dipengaruhi oleh variabel lain diluar penelitian ini.

Kata Kunci: Kepemimpinan, Kompensasi, Disiplin Kerja, Sistem Pengukuran Kinerja, dan Kinerja Karyawan.

ABSTRACT

The purpose of this study was to determine how much influence the leadership, compensation, and work discipline have on the performance measurement system and how much influence the leadership, compensation, work discipline and performance measurement systems have on employee performance at the Pangeran Beach Hotel, Padang. The method of data analysis used a questionnaire, with a sample of 113 respondents. The data analysis method used is path analysis.

Based on the results of the study, it shows that Leadership, Compensation, and Work Discipline have a positive and significant effect on Employee Performance and the Performance Measurement System mediates Leadership on Employee Performance, the Performance Measurement System mediates Compensation on Employee Performance, and the Performance Measurement System mediates Work Discipline on Employee Performance. The variable contribution of leadership, compensation, work discipline, and performance measurement system has an effect of 69.1%, while the remaining 30.9% is influenced by other variables outside of this study.

Keywords: Leadership, Compensation, Work Discipline, Performance Measurement System, and Employee Performance.