

ABSTRAK

Penelitian ini bertujuan untuk menguji seberapa besar pengaruh *Servant leadership* dan Kompensasi Terhadap Kinerja Karyawan Dengan Motivasi Sebagai Variabel Intervening Pada PT Lembah Karet Padang. Metode pengumpulan data melalui survei dan menyebarkan kuisioner dengan sampel 75 responden yang diambil dari populasi yang berjumlah 298 karyawan pada PT Lembah Karet Padang. Metode analisis yang digunakan adalah Path Analisis, Partial Least Square (PLS) dan Uji Hipotesis. Pengolahan data dalam penelitian ini menggunakan program software SmartPLS 3.2.9.

Hasil penelitian yang didapatkan berdasarkan uji hipotesis H₁ *Servant Leadership* berpengaruh positif dan signifikan terhadap Motivasi. H₂ Kompensasi berpengaruh positif dan signifikan terhadap motivasi. H₃ *Servant leadership* berpengaruh positif dan signifikan terhadap kinerja karyawan. H₄ Kompensasi berpengaruh positif namun tidak signifikan terhadap kinerja karyawan. H₅ Motivasi berpengaruh positif namun tidak signifikan terhadap kinerja karyawan. H₆ *Servant Leadership* berpengaruh positif namun tidak signifikan terhadap Kinerja Karyawan melalui Motivasi. H₇ Kompensasi berpengaruh positif namun tidak signifikan terhadap Kinerja Karyawan melalui Motivasi.

Kata kunci : *Servant Leadership*, Kompensasi, Motivasi dan Kinerja karyawan

ABSTRACT

This study aims to examine how much influence Servant leadership and compensation have on employee performance with motivation as an intervening variable at PT Lembah Karet Padang. The method of collecting data is through surveys and distributing questionnaires with a sample of 75 respondents taken from the population who visited 298 employees at PT Lembah Karet Padang. The analytical method used is Path Analysis, Partial Least Square (PLS) and Hypothesis Testing. Data processing in this study using the software program SmartPLS 3.2.9.

The results obtained based on the hypothesis test H_1 Servant Leadership has a positive and significant effect on motivation. H_2 Compensation has a positive and significant effect on motivation. H_3 Servant leadership has a positive and significant effect on employee performance. H_4 Compensation has a positive but not significant effect on employee performance. H_5 Motivation has a positive but not significant effect on employee performance. H_6 Servant Leadership has a positive but not significant effect on employee performance through motivation. H_7 Compensation has a positive but not significant effect on employee performance through motivation.

Keywords: Servant Leadership, Compensation, Motivation and Employee Performance