

ABSTRAK

PENGARUH KOMPENSASI TERHADAP KINERJA KARYAWAN (Studi Kasus pada PT Joyci Nusantara Cemerlang, Kabupaten Bandung)

Nandita Melta Putri

PT Joyci Nusantara Cemerlang merupakan perusahaan yang bergerak di bidang industri makanan, khususnya kue kering. Dalam proses produksinya, karyawan berperan penting dalam menjaga kualitas produk dan kelancaran operasional. Namun, berdasarkan hasil pra-survei dan wawancara, ditemukan bahwa kompensasi yang diterima karyawan belum sepenuhnya sesuai dengan standar Upah Minimum Kabupaten Bandung, serta adanya penurunan kinerja di beberapa aspek. Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi terhadap kinerja karyawan.

Metode penelitian yang digunakan adalah pendekatan kualitatif yang dikuantitatifkan. Data diperoleh melalui penyebaran kuesioner kepada 50 responden, dan dianalisis menggunakan analisis deskriptif, uji regresi linier sederhana, koefisien korelasi, determinasi, dan uji t. Hasil penelitian menunjukkan bahwa kompensasi berada dalam kategori “Cukup Baik” dengan nilai rata-rata 3,02, sedangkan kinerja karyawan juga berada pada kategori “Cukup Baik” dengan rata-rata 3,19. Secara parsial, kompensasi berpengaruh terhadap kinerja karyawan dengan nilai t-hitung sebesar $4,537 > t\text{-tabel } 1,677$ dan signifikansi 0,000. Nilai koefisien determinasi (R^2) sebesar 0,300 menunjukkan bahwa kompensasi memberikan kontribusi sebesar 30% terhadap kinerja karyawan, sementara sisanya dipengaruhi oleh faktor lain di luar penelitian ini.

Kata kunci: Kompensasi, Kinerja Karyawan, PT Joyci Nusantara Cemerlang

ABSTRACT

THE EFFECT OF COMPENSATION ON EMPLOYEE PERFORMANCE

(Case Study at PT Joyci Nusantara Cemerlang, Bandung Regency)

Nandita Melta Putri

PT Joyci Nusantara Cemerlang is a company engaged in the food industry, specifically in the production of dry cookies. In its production process, employees play an important role in maintaining product quality and ensuring smooth operations. However, based on pre-survey results and interviews, it was found that the compensation received by employees did not fully meet the Bandung Regency Minimum Wage Standard, along with a decline in performance in several aspects. This study aims to analyze the effect of compensation on employee performance.

The research method used is a qualitative approach quantified into quantitative data. Data were collected through questionnaires distributed to 50 respondents and analyzed using descriptive analysis, simple linear regression test, correlation coefficient, determination, and t-test. The results show that compensation falls into the “Fair” category with an average score of 3.02, while employee performance is also in the “Fair” category with an average score of 3.19. Partially, compensation has a effect on employee performance with a t-value of $4.537 > t\text{-table value of } 1.677$ and a significance level of 0.000. The coefficient of determination (R^2) of 0.300 indicates that compensation contributes 30% to employee performance, while the remaining 70% is influenced by other factors not examined in this study.

Keywords: Compensation, Employee Performance, PT Joyci Nusantara Cemerlang