ABSTRAKSI

CHRIZANT TIATIRA MANAFE, Pengaruh Pelatihan dan Kompensasi terhadap Kinerja Karyawan (Studi Kasus PT Tifa. Finance Tbk). (dibimbing oleh Mudjiarto)

Penelitian ini bertujuan untuk mengetahui pengaruh Pelatihan dan Kompensasi terhadap Kinerja Karyawan di PT. Tifa Finance Tbk. Variabel independen terdiri dari Pelatihan dan Kompensasi dan variabel dependen terdiri dari Kinerja Karyawan. Penelitian ini dilakukan di PT. Tifa Finance Tbk yang bergerak di bidang pembiayaan. Sampel yang digunakan dalam penelitian ini adalah 77 responden, dengan teknik pengambilan sampel yaitu sampel jenuh. Metode dalam penelitian ini adalah metode asosiatif dan penelitian ini menggunakan teknik analisis regresi linier berganda.

Berdasarkan hasil penelitian disimpulkan bahwa variabel Pelatihan berpengaruh secara positif dan signifikan terhadap Kinerja Karyawan, variabel Kompensasi berpengaruh secara positif dan signifikan terhadap Kinerja Karyawan, dan variabel Pelatihan dan Kompensasi secara simultan mempunyai pengaruh yang positif dan signifikan terhadap Kinerja Karyawan. Dan berdasarkan hasil dari perhitungan koefisien determinasi variabel kompensasi memiliki nilai baku paling besar sehingga variabel kompensasi memiliki pengaruh paling dominan terhadap kinerja karyawan dalam penelitian ini.

Kata Kunci: Pelatihan, Kompensasi, Kinerja Karyawan

ABSTRACT

CHRIZANT TIATIRA MANAFE, *The* *Effect of Effect of Training and Compensation on Employee Performance (Case Study on* PT Tifa Finance Tbk). (*supervised by* Mudjiarto)

The research was conduced to determine the effect of Training and Compensation on Employee Performance at PT. Tifa Finance Tbk. *The independent variables consist Training and Compensation and the dependent variable consists of Employee Performance. his research was conducted at* PT. Tifa Finance Tbk *engaged in financing. The sample used in this research is 77 respondents, with sampling technique that is saturated sample. The method in this research is associative method and this research use multiple linier regression analysis technique.*

Based on the result of the research, it is concluded that training variables have positive and significant influence on employee performance, Compensation variable has positive and significant effect on employee performance, and training and compensation variable simultaneously have positive and significant influence on employee performance. And based on the results of the calculation of the coefficient of determination of the compensation variable has the greatest standard value so that the compensation variable has the most dominant influence on employee performance in this study.

Keywords: Trainning, Compensation, Employee Perfomance