

ABSTRAK

PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP MOTIVASI KERJA PADA KARYAWAN GEN Y DAN GEN Z (Studi Pada Merlion School Surabaya)

Nur Chotimah

Karyawan Gen Y dan Gen Z akan mendominasi lapangan kerja pada 2025. Pengunduran diri karyawan Gen Y dan Gen Z Merlion School Surabaya mengalami peningkatan sejak tahun 2015. Pengunduran diri karyawan tidak lepas dari menurunnya motivasi kerja karyawan. Tujuan penelitian ini adalah untuk menganalisis pengaruh kompensasi dan lingkungan kerja terhadap motivasi kerja antara karyawan Gen Y dan Gen Z di Merlion School Surabaya. Penelitian ini menggunakan metode penelitian kuantitatif dengan teknik analisis regresi linier berganda. Jumlah responden karyawan Gen Y sebanyak 49 orang dan karyawan Gen Z sebanyak 33 orang. Hasil uji hipotesis menunjukkan terdapat pengaruh kompensasi secara signifikan terhadap motivasi kerja karyawan Gen Y, terdapat pengaruh lingkungan kerja secara signifikan terhadap motivasi kerja karyawan Gen Y, dan terdapat pengaruh kompensasi dan lingkungan kerja secara signifikan terhadap motivasi kerja karyawan Gen Y. Hasil uji hipotesis juga menunjukkan terdapat pengaruh kompensasi secara signifikan terhadap motivasi kerja karyawan Gen Z, tetapi tidak terdapat pengaruh lingkungan kerja secara signifikan terhadap motivasi kerja karyawan Gen Z, serta tidak terdapat pengaruh kompensasi dan lingkungan kerja secara signifikan terhadap motivasi kerja karyawan Gen Z.

Kata kunci: Kompensasi, Lingkungan Kerja, Motivasi Kerja, Gen Y, Gen Z

ABSTRACT

**THE EFFECT OF COMPENSATION AND WORK ENVIRONMENT ON
WORK MOTIVATION IN GEN Y AND GEN Z EMPLOYEES
(Study At Merlion School Surabaya)**

Nur Chotimah

Gen Y and Gen Z employees will dominate the work field in 2025. Resignation of Gen Y and Gen Z Merlion School Surabaya employees has increased since 2015. Employee resignation cannot be separated from the decrease of employee motivation. The purpose of this study was to analyze the effect of compensation and work environment on work motivation between Gen Y and Gen Z employees at Merlion School Surabaya. This study uses quantitative research methods with multiple linear regression analysis techniques. The number of respondents for Gen Y employees was 49 people and Gen Z employees were 33 people. The results of hypothesis testing show that there is a significant effect of compensation on the work motivation of Gen Y employees, there is a significant influence of the work environment on the work motivation of Gen Y employees, and there is a significant effect of compensation and work environment on the work motivation of Gen Y employees. There is also a significant effect of compensation on the work motivation of Gen Z employees, but there is no significant effect of the work environment on the work motivation of Gen Z employees, and there is no significant effect of compensation and work environment on the work motivation of Gen Z employees.

Keywords: *Compensation, Work Environment, Work Motivation, Gen Y, Gen Z*