

**PENGARUH PERSEPSI INDIVIDU TENTANG KOMPENSASI DAN BUDAYA
KERJA TERHADAP KINERJA KARYAWAN PT. UNIVERSAL ROBINA
CORPORATION REGIONAL INDONESIA TIMUR**

KUSUMAPUTRI, KARLINA

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WORK CULTURE;INDIVIDUAL PERFORMANCE

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RINGKASAN

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KARLINA KUSUMAPUTRI

Kompensasi dan budaya kerja merupakan bagian dari elemen kunci pengelolaan sumber daya manusia, maka penting bagi penulis menganalisis kompensasi dan budaya kerja yang ada di PT. Universal Robina Corporation Regional Indonesia Timur untuk melakukan perubahan cara kerja yang sesuai dengan kompensasi dan nilai-nilai budaya kerja guna meningkatkan kinerja karyawan. Berdasarkan latar belakang dan rumusan masalah yang ada, penelitian ini bertujuan untuk menganalisis pengaruh persepsi individu tentang kompensasi dan budaya kerja terhadap kinerja karyawan. Penelitian ini termasuk jenis penelitian secara kuantitatif yaitu berbentuk angka-angka berdasarkan perhitungan objektif dengan menggunakan metode statistik, dengan populasi dari penelitian ini adalah seluruh karyawan PT. URC Regional Indonesia Timur. Teknik sampling menggunakan metode sensus yang dicirikan oleh pengambilan seluruh populasi sebagai sampel penelitian. Teknik ini diambil apabila jumlah populasi kurang dari 50. Pengumpulan data dilakukan dengan menggunakan kuesioner. Pengukuran terhadap variabel-variabel dijabarkan dalam item-item pertanyaan yang merujuk pada skala Likert, dengan kisaran skor antara 1-5. Variabel dalam penelitian ini adalah variabel bebas kompensasi (X_1) dan budaya kerja (X_2) sedangkan variabel terikatnya adalah kinerja karyawan (Y). Data dianalisis menggunakan analisis regresi linier berganda (*multiple regression*).

Hasil penelitian membuktikan bahwa besarnya pengaruh persepsi individu tentang kompensasi terhadap kinerja karyawan adalah 0,675 dan besarnya pengaruh persepsi individu tentang budaya kerja terhadap kinerja karyawan adalah 0,58 dengan tingkat signifikansi sebesar 0,000 ($p < 0,05$) yang berarti persepsi individu tentang kompensasi dan budaya kerja mempunyai pengaruh signifikan terhadap kinerja karyawan.

SUMMARY

THE INFLUENCES OF INDIVIDUAL PERCEPTIONS ABOUT THE COMPENSATION AND WORK CULTURE ON THE PERFORMANCE OF EMPLOYEES PT. UNIVERSAL ROBINA CORPORATION EAST INDONESIA REGION

KARLINA KUSUMAPUTRI

Realizing the compensation and work culture is the elements of human resources management, the researcher considers that it is important to analyze the compensation and work culture on the performance of employees PT. Universal Robina Corporation East Indonesia Region in order to make a correction of the work manner which appropriate with the work culture values and compensation to make a high performance employees. According to the background and the statement of the problem, the objective of the research is to analysis the influences of individual perceptions about the compensation and work culture on the performance of employees. The research was conducted with the type of quantitative research that is shaped figures based on objective calculations using statistical methods in which the population of the research was all the employees of PT. Universal Robina Corporation East Indonesia Region with 30 people official participated. The sampling of this research using a census method which is characterized by making the entire population as the study sample. This technique is taken when the total population of less than 50. The questionnaire is used to collect the data. The measurement of the variables is described in the form of statement of items with Likert scale as the references. The score shift is 1-5. The free variable used is the compensation (X_1) and the work culture (X_2), while performance of employee (Y) is the determinant variables. Multiple linear regression is used to analysis the data. The result of the research proved that the influence of individual perceptions about the compensation toward the performance of employees was 0,675 and the work culture toward the performance of employees was 0,58 with the significance degree of 0,000 ($p < 0,05$). It means that the individual perception about compensation and work culture have a significant influence on the performance of employees.

ABSTRACT

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KEYWORD: perception, compensation, work culture, individual performance.