

**PENGARUH MOTIVASI, KOMPENSASI DAN PELATIHAN KERJA
TERHADAP KINERJA KARYAWAN**

**Studi Kasus : Perusahaan Tenun Santa Maria Boro, Banjarasri, Kalibawang,
Kulon Progo**

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INTISARI

Sumber daya manusia merupakan penggerak bagi sumber daya lainnya. Penelitian ini bertujuan untuk mengetahui: 1) pengaruh motivasi terhadap kinerja karyawan di Perusahaan Tenun Santa Maria Boro, 2) pengaruh kompensasi terhadap kinerja karyawan di Perusahaan Tenun Santa Maria Boro, serta 3) pengaruh pelatihan kerja terhadap kinerja karyawan di Perusahaan Tenun Santa Maria Boro. Populasi dalam penelitian ini berjumlah 40 karyawan Perusahaan Tenun Santa Maria Boro. Sampel yang digunakan sebanyak 30 karyawan bagian produksi. Teknik pengambilan sampel yang digunakan yaitu *non-probability sampling* yang mana setiap populasi tidak mempunyai kesempatan yang sama untuk dijadikan sebagai sampel sedangkan model atau jenis pengambilan sampel yang digunakan yaitu *purposive sampling*. Hasil penelitian membuktikan bahwa motivasi berpengaruh secara positif dan signifikan terhadap kinerja karyawan, kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, pelatihan secara parsial tidak berpengaruh terhadap kinerja karyawan serta motivasi, kompensasi dan pelatihan secara simultan berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci : Motivasi, Kompensasi, Pelatihan Kerja, Kinerja Karyawan

THE EFFECT OF MOTIVATION, COMPENSATION, AND WORK TRAINING ON EMPLOYEE PERFORMANCE

**Case Study : Santa Maria Boro Weaving Company, Banjarasri, Kalibawang,
Kulon Progo**

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Human resources are the driving force for other resources. This study aims to determine: 1) the effect of motivation on employee performance at the Santa Maria Boro Weaving Company, 2) the effect of compensation on employee performance at the Santa Maria Boro Weaving Company, and 3) the effect of job training on employee performance at the Santa Maria Boro Weaving Company. The population in this study amounted to 40 employees of the Santa Maria Boro Weaving Company. The samples used were 30 production employees. The sampling technique used is non-probability sampling in which each population does not have the same opportunity to be used as a sample while the model or type of sampling used is purposive sampling. The results of the study prove that motivation has a positive and significant effect on employee performance, compensation has an effect positive and significant on employee performance, training partially has no effect on employee performance and motivation, compensation and training simultaneously have a significant effect on employee performance

Keywords: Motivation, Compensation, Job Training, Employee Performance.