UPAYA MENINGKATKAN KINERJA KARYAWAN MELALUI KEPEMIMPINAN, KOMPENSASI, DAN PENGEMBANGAN KARIR PADA PERUM PERHUTANI DIVISI KOMERSIAL KAYU SEMARANG

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ABSTRAK

Permasalahan yang terjadi di Perum Perhutani Divisi Komersial Kayu adalah adanya indikasi bahwa kinerja dari karyawan dirasakan kurang optimal. Hal ini terindikasi dari kondisi yang terjadi di lapangan dimana target yang ditetapkan oleh perusahaan tidak pernah tercapai. Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan, kompensasi dan pengembangan karier secara langsung terhadap kinerja karyawan Perum Perhutani Divisi Komersial Kayu. Pemilihan sampel menggunakan sensus sampling. Sampel yang digunakan adalah 70 orang karyawan Perum Perhutani Divisi Komersial Kayu. Alat analisis yang digunakan adalah metode analisis kuantitatif, meliputi uji validitas, uji reliabilitas, uji asumsi klasik, uji regresi linier berganda, pengujian hipotesis, dan koefisien determinasi (R2).
Berdasarkan hasil penelitian, kepemimpinan, kompensasi dan pengembangan karier berpengaruh positif terhadap kinerja. Sedangkan berdasarkan analisis koefisien determinasi, kinerja karyawan mampu dijelaskan oleh ketiga variabel yaitu kepemimpinan, kompensasi, dan pengembangan karir sebesar 75,9%.

Kata Kunci   :   kepemimpinan, kompensasi, pengembangan karier, kinerja

EFFORTS TO IMPROVE EMPLOYEE PERFORMANCE THROUGH LEADERSHIP, COMPENSATION AND CAREER DEVELOPMENT AT PERHUTANI OFFICE COMMERCIAL TIMBER DIVISION SEMARANG

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ABSTRACT

The problems that occurred in Perum Perhutani Commercial Division Wood is an indication that the performance of the employees felt less optimal. This is indicated by the conditions that occur in the field where the target set by the company never achieved. This study aims to analyze the influence of leadership, compensation and career development directly to employee performance at Perhutani Office Commercial Timber Division. The sample selection is using the census sampling. The samples used are 70 employees Perhutani Office Commercial Timber Division. The analysis tool used is a quantitative analysis method, including validity, reliability, classical assumption test, multiple linear regression, hypothesis testing, and the coefficient of determination.

Based on the results of research, leadership, compensation and career development positive effect on performance. While based on the analysis of the coefficient of determination, employee performance can be explained by three variables: leadership, compensation, and career development by 75.9%

Keyword   :   leadership, compensation, career development, performance