

**PENGARUH LINGKUNGAN KERJA DAN KOMPENSASI TERHADAP
KINERJA KARYAWAN MELALUI KEPUASAN KERJA PADA BADAN
BIRO ADMINITRASI IKIP VETERAN SEMARANG**

EMA GUSTA ARDIANAWATI

(Pembimbing : Ida Farida, SE, MM)

Manajemen - S1, FEB, Universitas Dian Nuswantoro

www.dinus.ac.id

Email : 211201102274@mhs.dinus.ac.id

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh lingkungan kerja kepuasan kerja dan kompensasi terhadap kinerja karyawan pada Badan Biro Adminitrasi IKIP Veteran Semarang , populasi dalam penelitian ini adalah karyawan Badan Biro Adminitrasi IKIP Veteran Semarang, teknik pengambilan sampel adalah sampel jenuh yaitu mengambil seluruh sampel sebanyak 67 responden , metode penelitian menggunakan metode analisis linier berganda hasil penelitian menunjukkan dua persamaan yaitu lingkungan kerja dan kompensasi secara parsial berpengaruh signifikan terhadap kepuasan kerja, dan lingkungan kerja dan kompensasi tidak berpengaruh signifikan terhadap kinerja karyawan, hanya kepuasan kerja yang berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci : lingkungan kerja, kepuasan kerja , kompensasi dan kinerja karyawan

Influence of work environment and compensation on employees performance through job satisfaction at board agency bureau administration teacher training college IKIP Veteran Semarang

EMA GUSTA ARDIANAWATI

(Lecturer : Ida Farida, SE, MM)

Bachelor of Management - S1, Faculty of Economy & Business, DINUS University

www.dinus.ac.id

Email : 211201102274@mhs.dinus.ac.id

ABSTRACT

This research is aimed at testing the influence of working environment, job satisfaction and compensation of employees performance in IKIP Veteran bureau. The population of this research is the employees of administration bureau of IKIP Veteran Semarang. The technique of the data collection uses saturated sample by obtaining 67 respondents. Meanwhile the technique of the data analysis of this research uses multiple linear regressions. The result shows that two fields of working environment and compensation partially influence to the job satisfaction and working environment. Meanwhile, compensation does not influence significantly to the employees performance. In this research it is found that only job satisfaction gives significant influence to the employees performance.

Keyword : work environment, job satisfaction, compensation and employees performance