

ABSTRAK

Frederikus Salama. 2024. "Pengaruh Kompensasi, Komitmen Organisasi, dan Budaya Organisasi terhadap Kinerja Karyawan PT. Panca Teknik Banjarmasin." Tesis. Program Studi Manajemen. Sekolah Tinggi Ilmu Manajemen Indonesia (STIMI) Banjarmasin. Pembimbing (1) (2)

Kinerja karyawan perusahaan dipengaruhi kompensasi, komitmen organisasi, dan budaya organisasi. Penelitian 'Pengaruh Kompensasi, Komitmen Organisasi, dan Budaya Organisasi terhadap Kinerja Karyawan PT. Panca Teknik Banjarmasin.' Penelitian ini bertujuan untuk mengetahui pengaruh Pengaruh Kompensasi, Komitmen Organisasi, dan Budaya Organisasi terhadap Kinerja Karyawan PT. Panca Teknik Banjarmasin.

Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian eksplanatori. Populasi penelitian berjumlah 40 orang karyawan (karyawan senior). Teknik pengambilan sampel menggunakan sampel jenuh atau total. Pengumpulan data menggunakan angket. Teknik analisis data menggunakan analisis regresi.

Hasil analisis data menunjukkan kompensasi berpengaruh terhadap kinerja karyawan sebab signifikansi $0,007 < 0,05$. Komitmen organisasi berpengaruh terhadap kinerja karyawan karena signifikansi $0,005 < 0,05$. Budaya organisasi berpengaruh terhadap kinerja karena signifikansi $0,023 < 0,05$. Hasil analisis regresi penelitian ini menunjukkan nilai F tabel di df 3 dan df 36 pada tabel F sebesar 0,28 dengan signifikansi 0,000. Nilai F hitung mencapai 97,964. Hipotesis pengaruh kompensasi, komitmen organisasi, dan budaya organisasi karyawan PT. Panca Teknik Banjarmasin diterima karena F hitung $> F$ tabel dan signifikansi $0,000 < 0,05$.

Jadi kompensasi, komitmen organisasi, dan budaya organisasi berpengaruh terhadap kinerja karyawan PT. Panca Teknik Banjarmasin secara parsial dan simultan. Disarankan agar meningkatkan kompensasi, komitmen organisasi, dan budaya organisasi karyawan.

Kata Kunci: *Kompensasi, Komitmen Organisasi, Budaya Organisasi, dan Kinerja*

ABSTRACT

Frederikus Salama. 2024. *Impact of Compensation, Organizational commitment and Organizational Culture on Employee Performance at PT. Panca Teknik Banjarmasin*. Thesis. *Management Study Programme*. Sekolah Tinggi Ilmu Manajemen Indonesia (STIMI) Banjarmasin. Advisor
(1) (2)

Employees Performance is influenced by Compensation, Organizational Commitment and Organizational Culture. The research of Impact of Impact of Compensation, Organizational commitment and Organizational Culture on Employees Performance at PT. Panca Teknik Banjarmasin is very important. The purpose of this research is to know Impact of Impact of Compensation, Organizational commitment and Organizational Culture on employees performance at PT. Panca Teknik Banjarmasin.

This research is sued qualitative approach with exsplanatory method. The population 40 person. The technique of sample is used total sample. The date is collected by questioner. The analysis technique of date is regression analysis.

The result of regression analysis shoes the work compensation gives impact on Employees Performance at PT. Panca Teknik Banjarmasin because the significance $0,007 < 0,005$. The Organizational commitment gives impact on Employees Performance at PT. Panca Teknik Banjarmasin because the significance $0,005 < 0,001$. The organizational culture gives the impact on Employees Performance $0,023 < 0,05$. Table F value in df 3 and df 36 is 0,28 with the significance 0,000, F critic reach 97,964. The Work Satisfaction, Work Attitude and Organizational culture give impact on Employees Performance at at PT. Panca Teknik Banjarmasin because the significance $0,000 < 0,005$.

The conclusion is Compensation, Organizational Commitment and Organizational Culture give impact on Employees Performance at PT. Panca Teknik Banjarmasin partially and simultaneously. PT. Panca Teknik Banjarmasin can improve of Compensation, Organizational Commitment and Organizational Culture because these variables influence on Performance Employees.

Keywords: *Compensation, Organizational Commitment and Organizational Culture, and Employees Performance*