

**PENGARUH KOMPENSASI DAN MOTIVASI TERHADAP KINERJA
KARYAWAN
(STUDI PADA KSPPS BMT NU KABUPATEN JOMBANG)**

ABSTRAK

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Penelitian ini bertujuan untuk meneliti pengaruh antara kompensasi dan motivasi terhadap kinerja karyawan pada KSPPS BMT NU Kabupaten Jombang. Metode penelitian eksplanatori dengan pendekatan kuantitatif. Populasi penelitian terdiri dari seluruh karyawan KSPPS BMT NU Kabupaten Jombang, dengan sampel penelitian sebanyak 34 karyawan. Analisis data dilakukan menggunakan metode statistic regresi linier berganda, serta dilakukan pengujian hipotesis dan koefisien determinasi. Berdasarkan hasil penelitian, ditemukan bahwa terdapat pengaruh signifikan antara kompensasi dan kinerja karyawan di KSPPS BMT NU Kabupaten Jombang. Selain itu, juga ditemukan pengaruh signifikan antara motivasi dan kinerja karyawan di KSPPS BMT NU Kabupaten Jombang. Dengan demikian, penelitian ini menyimpulkan bahwa kompensasi dan motivasi berperan penting dalam meningkatkan kinerja karyawan di KSPPS BMT NU Kabupaten Jombang.

Kata Kunci: kompensasi, motivasi, kinerja karyawan

**THE EFFECT OF COMPENSATION AND MOTIVATION ON EMPLOYEE
PERFORMANCE
(STUDY ON KSPPS BMT NU JOMBANG REGENCY)**

ABSTRACT

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This study aims to examine the effect of compensation and motivation on employee performance at KSPPS BMT NU, Jombang Regency. Explanatory research method with a quantitative approach. The research population consisted of all KSPPS BMT NU Jombang Regency employees, with a sample of 34 employees. Data analysis was performed using multiple linear regression statistical methods, as well as testing the hypothesis and the coefficient of determination. Based on the results of the study, it was found that there was a significant influence between compensation and employee performance at KSPPS BMT NU, Jombang Regency. In addition, a significant influence was also found between employee motivation and performance at KSPPS BMT NU, Jombang Regency. Thus, this study concludes that compensation and motivation play an important role in improving employee performance at KSPPS BMT NU, Jombang Regency.

Keywords: compensation, motivation, employee performance