

ABSTRAK

PENGARUH KOMPENSASI, INSENTIF, DAN GAYA KEPEMIMPINAN TERHADAP KINERJA KARYAWAN PT. CIPTA AGRO SEJATI, ROKAN HILIR, RIAU

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Penelitian ini bertujuan adalah untuk menguji dan menganalisis pengaruh Kompensasi, Insentif dan Gaya Kepemimpinan terhadap Kinerja Karyawan PT. Cipta Agro Sejati, Rokan Hilir, Riau. Kinerja karyawan mengalami penurunan terlihat dari tidak tercapainya target perusahaan yang disebabkan kompensasi dan insentif yang belum memuaskan serta kepemimpinan yang belum efektif. Metode penelitian menggunakan kuantitatif. Populasi adalah berjumlah 196 karyawan dan sampel berjumlah 32 karyawan Teknik sampling yang digunakan adalah *sampling random sampling*. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai $t_{hitung} > t_{tabel}$ atau $3,887 > 1,979$ dan signifikan yang diperoleh $0,000 < 0,05$, berarti bahwa H_a diterima dan H_o ditolak yaitu secara parsial Kompensasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT. Cipta Agro Sejati, Rokan Hilir, Riau. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai $t_{hitung} > t_{tabel}$ atau $2,183 > 1,979$ dan signifikan yang diperoleh $0,031 < 0,05$, berarti bahwa H_a diterima dan H_o ditolak yaitu secara parsial Insentif berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT. Cipta Agro Sejati, Rokan Hilir, Riau. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai $t_{hitung} > t_{tabel}$ atau $3,941 > 1,979$ dan signifikan yang diperoleh $0,000 < 0,05$, berarti bahwa H_a diterima dan H_o ditolak yaitu secara parsial Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT. Cipta Agro Sejati, Rokan Hilir, Riau. Hasil pengujian diperoleh nilai $F_{hitung} (19,169) > F_{tabel} (2,68)$ dan probabilitas signifikansi $0,000 < 0,05$, berarti bahwa H_a diterima dan H_o ditolak yaitu secara simultan Kompensasi, Insentif, dan Gaya Kepemimpinan berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT. Cipta Agro Sejati, Rokan Hilir, Riau

Kata Kunci: Kompensasi, Insentif, Gaya Kepemimpinan, Kinerja Karyawan

ABSTRACT

THE EFFECT OF COMPENSATION, INCENTIVES, AND LEADERSHIP STYLES ON THE PERFORMANCE OF EMPLOYEES OF PT. TRUE AGRO CREATION, ROKAN DOWN, RIAU

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This study aims to examine and analyze the effect of compensation, incentives and leadership styles on employee performance at PT. Cipta Agro Sejati, Rokan Hilir, Riau. Employee performance has decreased as seen from not achieving company targets due to unsatisfactory compensation and incentives and ineffective leadership. The research method uses quantitative. The population was 196 employees and the sample was 32 employees. The sampling technique used was random sampling. The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $3.887 > 1.979$ and significant obtained $0.000 < 0.05$, meaning that H_a is accepted and H_o is rejected, that is, compensation has a positive and significant effect on the Employee Performance of PT. Cipta Agro Sejati, Rokan Hilir, Riau. The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $2.183 > 1.979$ and the significant value obtained was $0.031 < 0.05$, meaning that H_a was accepted and H_o was rejected, namely partially Incentives had a positive and significant effect on the Employee Performance of PT. Cipta Agro Sejati, Rokan Hilir, Riau. The results of the calculation of the partial hypothesis testing obtained $t_{count} > t_{table}$ or $3.941 > 1.979$ and the significant obtained was $0.000 < 0.05$, meaning that H_a was accepted and H_o was rejected, namely that leadership style had a positive and significant effect on employee performance at PT. Cipta Agro Sejati, Rokan Hilir, Riau. The test results obtained that the value of F_{count} (19.169) $> F_{table}$ (2.68) and a significance probability of $0.000 < 0.05$, meaning that H_a is accepted and H_o is rejected, namely that simultaneously Compensation, Incentives, and Leadership Style have a positive and significant effect on Employee Performance PT. Cipta Agro Sejati, Rokan Hilir, Riau

Keywords: Compensation, Incentives, Leadership Style, Employee Performance