

**ABSTRAK**  
**PENGARUH KOMPENSASI, PEMBAGIAN KERJA, DAN**  
**LINGKUNGAN PEKERJAAN TERHADAP KINERJA KARYAWAN**  
(Studi pada karyawan PD. BPR Artha Perwira)

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Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, pembagian kerja dan lingkungan pekerjaan terhadap kinerja karyawan pada BPR Artha Perwira. Populasi dalam penelitian ini adalah semua karyawan yang bekerja di PD.BPR Artha Perwira. Jumlah sampel sebanyak 43 responden. Uji instrument yang digunakan menggunakan uji validitas dan uji reliabilitas. Teknik analisis yang digunakan adalah regresi linear berganda. Pengolahan data menggunakan *software SPSS statistics 25*. Hasil menunjukkan bahwa 1) kompensasi, lingkungan kerja, dan pembagian kerja berpengaruh secara simultan terhadap kinerja karyawan. 2) kompensasi berpengaruh secara parsial. 3) lingkungan kerja berpengaruh secara parsial. 4) pembagian pekerjaan tidak berpengaruh terhadap kinerja karyawan.

Kata Kunci: Kompensasi, Pembagian Kerja, Lingkungan Pekerjaan, Kinerja Karyawan

**ABSTRACT**  
**THE INFLUENCES OF COMPENSATION, WORK DISTRIBUTION,**  
**AND WORKING ENVIRONMENT ON EMPLOYEES' WORK**  
**PERFORMANCE**

(A study on PD. BPR Artha Perwira employees)

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This study aimed to examine the influence(s) of compensation, work distribution, and working environment on the BPR Artha Perwira employees' work performance. The population in this study included all of the employees working at PD. BPR Artha Perwira and there were 43 respondents for the samples. The test instruments used for this study were Validity Test and Reliability Test. The analysis technique used in this study was the Multiple Linear Regression, while the data processor was the SPSS Statistics 25 software. The results showed that 1) compensation, working environment, and work distribution simultaneously influenced the employees' work performance, 2) compensation only partially influenced the employees' work performance, 3) working environment only partially influenced the employees' work performance, and 4) working distribution did not influence the employees' work performance.

Keywords: Compensation, Work Distribution, Working Environment, Work Performance

