

ABSTRAK

**PENGARUH KOMPENSASI FINANSIAL, MOTIVASI KERJA
DAN FASILITAS KERJA TERHADAP KINERJA KARYAWAN**

Studi pada Koperasi Simpan Pinjam (KSP) Kopdit Mekar Sai
Provinsi Lampung

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Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh Kompensasi Finansial, Motivasi Kerja, Fasilitas Kerja Secara Simultan Terhadap Kinerja Karyawan di Koperasi Kopdit Mekar Sai. (2) Pengaruh Kompensasi Finansial Secara Parsial Terhadap Kinerja Karyawan di Koperasi Kopdit Mekar Sai, (3) Pengaruh Motivasi Kerja Secara Parsial Terhadap Kinerja Karyawan di Koperasi Kopdit Mekar Sai, (4) Pengaruh Fasilitas Kerja Secara Parsial Terhadap Kinerja Karyawan di Koperasi Kopdit Mekar Sai. Populasi dalam penelitian ini adalah seluruh karyawan kantor Koperasi Kopdit Mekar Sai di Provinsi Lampung. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah teknik sampel jenuh. Data diperoleh dengan membagikan kuesioner kepada 40 responden. Analisis data yang digunakan dalam penelitian ini adalah metode analisis regresi linear berganda dengan program Statistical Program for Social Science (SPSS) versi 26. Hasil penelitian ini menunjukkan bahwa: (1) Kompensasi finansial, motivasi kerja, dan fasilitas kerja secara simultan tidak berpengaruh terhadap kinerja karyawan, (2) Kompensasi finansial secara parsial berpengaruh terhadap kinerja karyawan, (3) Motivasi kerja secara parsial tidak berpengaruh terhadap kinerja karyawan, (4) Fasilitas kerja secara parsial tidak berpengaruh terhadap kinerja karyawan.

Kata Kunci: Kompensasi Finansial, Motivasi Kerja, Fasilitas Kerja, Kinerja Karyawan.

ABSTRACK

***THE EFFECT OF FINANCIAL COMPENSATION,
WORK MOTIVATION AND WORK FACILITIES
ON EMPLOYEE PERFORMANCE***

*Study on Employees of the Mekar Sai Cooperative Savings and Loans (KSP) Lampung
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This study aims to determine: (1) The Effect of Financial Compensation, Work Motivation, Work Facilities Simultaneously on Employee Performance in the Mekar Sai Cooperative Cooperative. (2) Partial Effect of Financial Compensation on Employee Performance in the Mekar Sai Cooperative, (3) Partial Effect of Work Motivation on Employee Performance in the Mekar Sai Cooperative, (4) Partial Effect of Work Facilities on Employee Performance in the Mekar Sai Cooperative . The population in this study all employees of the Mekar Sai Cooperative Cooperative in Lampung Province. The sampling technique used in this study is the saturated sample technique. The data were obtained by distributing questionnaires to 40 respondents. The data analysis used was Multiple Linear Regression analysis using the Statistical Program for Social Science (SPSS) version 26. The results of this study show that: (1) Financial compensation, work motivation, and work facilities simultaneously do not has an effect on employee performance, (2) Financial compensation partially has an effect on employee performance, (3) Work motivation has partially had no effect on employee performance, (4) Work facilities have partially had no effect on employee performance.

Keywords: Financial Compensation, Work Motivation, Work Facilities, Employee Performance.