

ABSTRAK

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“Pengaruh Kompensasi Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT Lifelong Learning Dan Tinjauannya Dari Sudut Pandang Islam”

87 + XV halaman, 20 tabel, 3 gambar dan 8 lampiran.

Deskripsi Abstrak

Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif. Populasi penelitian ini adalah karyawan PT Lifelong Learning yang berjumlah 60 orang. Pengambilan data dilakukan dengan menggunakan metode survey melalui penyebaran kuesioner. Analisis data dengan melakukan pengujian hipotesis dan pengujian analisis regresi linier berganda.

Hasil penelitian menunjukkan bahwa : (1) kompensasi memiliki pengaruh signifikan terhadap kinerja karyawan. (2) motivasi kerja memiliki pengaruh signifikan terhadap kinerja karyawan. (3) secara simultan seluruh variabel memiliki pengaruh signifikan terhadap kinerja karyawan.

Menurut Islam bahwa memulai pekerjaan hendaklah diawali niat ibadah dan beramal soleh berkerja secara profesional kepada Allah sebagai kompensasi, dan motivasi kerja yg akan mendapatkan balasan keuntungan dan keseimbangan kebutuhan manusia secara material dan spritual sebagaimana firman Allah SWT dalam surat Al-Jum'ah (62):10 *Apabila telah ditunaikan shalat, Maka bertebaranlah kamu dimuka bumi; dan carilah karunia Allah dan ingatlah Allah banyak-banyak supaya kamu beruntung.*

Kata Kunci: Kompensasi, Motivasi Kerja dan Kinerja Karyawan

ABSTRACT

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“The Influence Of Compensation And Work Motivation Of Work Performance In PT
Lifelong Learning And The Review From The Viewpoint Of Islam”

87 + XV pages, 20 tables, 3 pictures, and 8 attachments

Abstract Description

The type of research used in this study is quantitative research. The data is done by questionnaire technique through the spreading of kuesioner. Data were collected by using survey method with simultaneously. The population of this research is employees of PT Lifelong Learning which amounts to 60 people. Data analysis by doing hypothesis testing either partially or simultaneously.

The results showed that: (1) compensation has a positive and significant effect on employee performance. (2) work motivation has a positive and significant influence on employee performance. (3) simultaneously all the variables have a positive and significant influence on employee performance.

According to Islam that starting the work should be interweaved the intention of worship and charity work propesional to God as compensation, and work motivation who will get the reward of the benefits and the balance of human needs materially and spritually as the word of Allah in al-Jum'ah (62) : 10) *When the prayer has been fulfilled, it will be scattered on the earth; and seek God's grace and remember God so much that you may be lucky.*

Keywords: Compensation, Work Motivation and Employee Performance