

The Effect of Compensation, Employee Engagement and Work Motivation on Employee Performance at PT Panorama JTB Tours Indonesia

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ABSTRACT

This quantitative research was conducted to examine the effect of compensation, employee engagement and work motivation on employee performance. This research was conducted on employees of PT Panorama JTB Tours Indonesia. The method used is purposive sampling and the research sample obtained is 50 respondents. The data analysis technique used is the inferential test which uses the help of the PLS 3.0 program. The results of the partial and simultaneous testing obtained are that there is a positive and significant influence between compensation, employee engagement, work motivation on employee performance.

Keywords: *Employee Performance, Compensation, Employee Engagement and Work Motivation.*

Pengaruh Kompensasi, *Employee Engagement* dan Motivasi Kerja Terhadap Kinerja Karyawan PT Panorama JTB Tours Indonesia

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ABSTRAK

Penelitian kuantitatif ini dilakukan untuk menguji pengaruh dari kompensasi, *employee engagement* dan motivasi kerja terhadap kinerja karyawan. Penelitian ini dilakukan terhadap karyawan dari PT Panorama JTB Tours Indonesia. Metode yang digunakan ialah *purposive sampling* dan didapatkan sampel penelitian sejumlah 50 responden. Teknik analisis data yang dipakai ialah uji inferensial yang dimana menggunakan bantuan program PLS 3.0. Hasil dari pengujian secara parsial dan simultan yang diperoleh yaitu terdapat pengaruh positif dan signifikan antara kompensasi, *employee engagement*, motivasi kerja terhadap kinerja karyawan.

Kata Kunci: Kinerja Karyawan, Kompensasi, *Employee Engagement* dan Motivasi Kerja.