

Pengaruh perceived of compensation dan motivation pada job performance studi kasus pada perusahaan specialty chemicals = The effect of perceived of compensation and motivation to job performance case study in a specialty chemicals company / Sarah Michiko Hutasoit

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Abstrak

ABSTRAK

Tujuan dari penelitian ini adalah menganalisa pengaruh Perceived of Compensation dan Motivation pada JobPerformance. Penelitian dilakukan pada karyawan di beberapa perusahaan yang bergerak di bidang specialty chemicals. Hasil penelitian menunjukkan adanya pengaruh yang signifikan antara Perceived of Compensation terhadap Motivation secara langsung, adanya pengaruh yang signifikan antara Motivation dengan Job Performance secara langsung. Untuk Perceived of Compensation agar dapat berpengaruh signifikan langsung terhadap Job Performance harus dimediasi oleh motivation. Hasil penelitian ini memiliki perbedaan dengan hasil penelitian sebelumnya dikarenakan perbedaan profil responden yang diteliti.

ABSTRACT

The purpose of this study is to analyze the influence of Perceived of Compensation and Motivation to JobPerformance. This study was conducted to employees in a few of specialty chemicals company. The research show that Motivation is significantly influenced directly by the Perceived of Compensation, Job Performance is significantly influenced directly by the Motivation. To be able to influenced significantly the Job Performance, Perceived of Compensation must be mediated by Motivation. Result of this study have differences with the result of previous studies because of differences in the nature of respondent.