

ABSTRAK

Penelitian ini bertujuan untuk mengetahui tanggapan pegawai mengenai kompensasi, beban kerja, dan kinerja pegawai serta untuk mengetahui besarnya pengaruh kompensasi dan beban kerja terhadap kinerja pegawai pada PT Bank Mandiri Taspen KC Bandung, baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Teknik pengambilan sampel yang digunakan adalah sampling jenuh, dengan jumlah responden sebanyak 50 pegawai. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan penyebaran kuesioner. Analisis data yang digunakan meliputi analisis deskriptif, analisis regresi linear berganda, analisis korelasi berganda, koefisien determinasi, serta pengujian hipotesis secara parsial dan simultan. Hasil penelitian menunjukkan bahwa tanggapan responden mengenai kompensasi memperoleh nilai rata-rata sebesar 3,27 dan berada pada kategori kurang baik. Beban kerja memperoleh nilai rata-rata sebesar 3,73 dan berada pada kategori tinggi, sedangkan kinerja pegawai memperoleh nilai rata-rata sebesar 3,34 dan berada pada kategori kurang baik. Secara parsial, kompensasi berpengaruh positif dan signifikan terhadap kinerja pegawai dengan kontribusi sebesar 34,22%. Beban kerja berpengaruh negatif dan signifikan terhadap kinerja pegawai dengan kontribusi sebesar 19,89%. Secara simultan, kompensasi dan beban kerja berpengaruh signifikan terhadap kinerja pegawai dengan nilai koefisien determinasi sebesar 54,1%, sedangkan 45,9% dipengaruhi oleh faktor lain yang tidak diteliti dalam penelitian ini.

Kata kunci: Kompensasi, Beban Kerja, Kinerja Pegawai.

ABSTRACT

This study aims to determine employees' responses regarding compensation, workload, and employee performance, as well as to determine the extent to which compensation and workload affect employee performance at PT Bank Mandiri Taspen KC Bandung, both partially and simultaneously. The research employed descriptive and verificative methods with a quantitative approach. The sampling technique used was saturated sampling, involving 50 employees as respondents. Data were collected through observation, interviews, and questionnaires. The data analysis techniques included descriptive analysis, multiple linear regression analysis, multiple correlation analysis, coefficient of determination, and partial and simultaneous hypothesis testing. The results showed that employees' responses to compensation obtained an average score of 3.27 and were categorized as poor. Workload obtained an average score of 3.73 and was categorized as high, while employee performance obtained an average score of 3.34 and was categorized as poor. Partially, compensation had a positive and significant effect on employee performance, with a contribution of 34.22%. Workload had a negative and significant effect on employee performance, with a contribution of 19.89%. Simultaneously, compensation and workload had a significant effect on employee performance, with a coefficient of determination of 54.1%, while the remaining 45.9% was influenced by other factors not examined in this study.

Keywords: Compensation, Workload, Employee Performance.