

ABSTRAK

Ketergantungan masyarakat terhadap transportasi sangat tinggi dengan alasan mempersingkat waktu perjalanan, saat ini kemajuan dalam teknologi informasi transportasi dipadukan dengan akses internet. Grab adalah perusahaan yang bergerak di bidang transportasi berbasis online yang dirasa kurang memperhatikan Karyawan GrabBike. Penelitian ini bertujuan untuk mengetahui gambaran mengenai kompensasi, motivasi, *human relations*, dan kinerja pada Karyawan GrabBike di Kota Bandung serta mengetahui pula pengaruh dari kompensasi, motivasi, dan *human relations* terhadap kinerja baik secara parsial maupun secara simultan. Metode penelitian menggunakan analisis deskriptif dan verifikatif dengan pendekatan kuantitatif dengan teknik pengumpulan data melalui penyebaran kuesioner kepada 98 responden sebagai karyawan GrabBike di Kota Bandung. Hasil penelitian menunjukkan bahwa kompensasi pada karyawan GrabBike di Kota Bandung termasuk dalam kategori cukup baik dengan memberikan pengaruh positif dan signifikan terhadap kinerja. Motivasi termasuk dalam kategori rendah memberikan pengaruh yang positif dan signifikan terhadap kinerja. *Human Relations* termasuk kedalam kategori kurang baik dengan memberikan pengaruh positif dan signifikan terhadap kinerja. Kompensasi, Motivasi, dan *Human Relations* secara simultan berpengaruh positif dan signifikan terhadap Kinerja. Hasil tersebut berdasarkan hasil analisis regresi linier berganda dan uji hipotesis.

Kata kunci: kompensasi, motivasi, *human relations*, kinerja

ABSTRACT

Public dependence on transportation is very high with the reason to shorten travel time, currently advances in transportation information technology are combined with internet access. Grab is a company engaged in online-based transportation that is felt less attention to GrabBike employees. This study aims to find a picture of compensation, motivation, human relations, and performance on GrabBike Employees in Bandung and also find out the effect of compensation, motivation, and human relations on performance both partially and simultaneously. The research method uses descriptive and verification analysis with a quantitative approach with data collection techniques through the distribution of questionnaires to 98 respondents as GrabBike employees in the city of Bandung. The results showed that compensation on GrabBike employees in Bandung was included in the quite good category by giving a positive and significant effect on performance. Motivation included in the low category has a positive and significant effect on performance. Human Relations are included in the category of unfavorable by providing a positive and significant effect on performance. Compensation, Motivation, and Human Relations simultaneously have a positive and significant effect on performance. These results are based on the results of multiple linear regression analysis and hypothesis testing.

Keyword: *compensation, motivation, human relations, performance*