

ABSTRAK

PENGARUH KOMPENSASI TERHADAP *EMPLOYEE ENGAGEMENT* (Studi Kasus Karyawan Kantor Pusat Administrasi “PT Pupuk Kujang”)

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Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi terhadap *employee engagement* (studi kasus karyawan Kantor Pusat Administrasi PT Pupuk Kujang). Kompensasi dalam penelitian ini meliputi kompensasi finansial langsung, kompensasi finansial tidak langsung, dan kompensasi non finansial. Untuk mengumpulkan data peneliti menggunakan observasi, kuesioner dan studi kepustakaan. Metode yang digunakan adalah deskriptif dan verifikatif, yaitu menggambarkan masing-masing variabel dan melakukan pengujian hipotesis. Hasil penelitian ini menunjukkan bahwa korelasi antara kompensasi dan *employee engagement* termasuk dalam kategori tinggi. Hasil uji signifikan model penelitian menunjukkan bahwa kompensasi finansial langsung, kompensasi finansial tidak langsung, dan kompensasi non finansial secara simultan berpengaruh signifikan terhadap *employee engagement*. Hasil uji secara parsial menunjukkan bahwa kompensasi finansial langsung dan kompensasi non finansial berpengaruh positif dan signifikan terhadap *Employee Engagement*, sedangkan Kompensasi Finansial Tidak Langsung tidak berpengaruh terhadap *Employee Engagement*.

Kata kunci : Kompensasi Finansial Langsung, Kompensasi Finansial Tidak Langsung, Kompensasi Non Finansial, *Employee Engagement*

ABSTRACT

INFLUENCE OF COMPENSATION ON EMPLOYEE ENGAGEMENT

(Case Study of Employees of Central Administration Office “PT Pupuk Kujang”)

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This study aims to determine the influence of compensation on employee engagement (case study of employees of the Head Office Administration PT Pupuk Kujang). Compensation in this study includes direct financial compensation, indirect financial compensation, and non-financial compensation. To collect research data using observation, questionnaires and literature study. The method used is descriptive and verifikatif, ie describe each variable and perform hypothesis testing. The results of this study indicate that the correlation between compensation and employee engagement fall into the high category. Significant test results of the research model indicate that direct financial compensation, indirect financial compensation, and non-financial compensation simultaneously have a significant effect on employee engagement. Partial test results show that direct financial compensation and non-financial compensation have positive and significant effect on Employee Engagement, while Indirect Financial Compensation has no effect on Employee Engagement.

Keywords : Direct Financial Compensation, Indirect Financial Compensation, Non Fiancial Compensation, Employee Engagement