

RINGKASAN

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi dan motivasi kerja terhadap produktivitas kerja karyawan pada Konveksi Seragam Sekolah Arjuna di Padang. Latar belakang penelitian ini didasarkan pada adanya fluktuasi produktivitas kerja karyawan yang dipengaruhi oleh pemberian kompensasi dan tingkat motivasi kerja. Metode penelitian yang digunakan adalah metode kuantitatif dengan pendekatan asosiatif. Populasi dalam penelitian ini adalah seluruh karyawan bagian produksi Konveksi Seragam Sekolah Arjuna yang berjumlah 32 orang, sehingga teknik pengambilan sampel menggunakan metode sampel jenuh. Teknik pengumpulan data dilakukan melalui kuesioner, observasi, dan wawancara. Analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linear berganda, serta uji hipotesis berupa uji t, uji F, dan koefisien determinasi dengan bantuan Program *SPSS IBM statistic versi 26*. Hasil penelitian menunjukkan bahwa secara parsial kompensasi berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan, motivasi kerja juga berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan. Secara simultan, kompensasi dan motivasi kerja berpengaruh positif dan signifikan terhadap produktivitas kerja karyawan. Berdasarkan hasil tersebut, disarankan agar perusahaan lebih memperhatikan sistem kompensasi yang adil serta meningkatkan motivasi kerja karyawan guna meningkatkan produktivitas kerja secara optimal.

Kata Kunci: Kompensasi, Motivasi Kerja, Produktivitas Kerja

SUMMARY

This study aims to determine the effect of compensation and work motivation on employee productivity at the Arjuna School Uniform Convection in Padang. The background of this research is based on fluctuations in employee productivity influenced by the provision of compensation and the level of work motivation. The research method used is a quantitative method with an associative approach. The population in this study consisted of all production employees of Arjuna School Uniform Convection totaling 32 people, therefore the sampling technique used was a saturated sampling method. Data collection techniques were conducted through questionnaires, observations, and interviews. Data analysis was carried out using validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, and hypothesis testing including t-test, F-test, and coefficient of determination. With the help of the IBM SPSS Statistics program version 2026 The results of the study indicate that partially, compensation has a positive and significant effect on employee productivity, and work motivation also has a positive and significant effect on employee productivity. Simultaneously, compensation and work motivation have a positive and significant effect on employee productivity. Based on these findings, it is recommended that the company pay more attention to a fair compensation system and improve employee motivation in order to increase work productivity optimally.

Keywords: Compensation, Work Motivation, Employee Productivity