

ABSTRAK

Penulisan ini bertujuan untuk menganalisis peningkatan kinerja sdm pada PT. Nasmoco Kaligawe Semarang melalui Komitmen Organisasi dengan variabel Empowering Leadership, Keadilan Kompensasi dan Kepuasan kerja. Penelitian ini berjudul Analisis Pengaruh Empowering Leadership, Keadilan Kompensasi Dan Kepuasan Kerja Terhadap Organisasi Dan Kinerja Karyawan.

Jenis penelitian explanatory research menggunakan data primer dan data sekunder. Populasi yang digunakan adalah seluruh karyawan PT. Nasmoco Kaligawe Semarang. Sampel yang digunakan adalah 164 orang menggunakan teknik sensus dimana pengambilan sampel mengambil seluruh populasi. Data dianalisis dengan regresi linier berganda, uji asumsi klasik yang digunakan: a) uji normalitas; b) uji multikolinearitas; c) uji heterokedastisitas, serta pengujian hipotesis menggunakan; a) uji F; b) koefisien determinasi; dan c) uji t.

Hasil uji asumsi klasik data berdistribusi normal, tidak terjadi gejala normalitas, multikolinearitas, dan heteroskedastisitas. Nilai adjusted r^2 square sebesar 54,9% untuk model pertama dan 58,1% untuk model kedua, sisanya dijelaskan oleh faktor lain yang tidak diamati dalam penelitian ini. Hasil pengujian secara parsial menunjukkan bahwa empowering leadership berpengaruh positif signifikan terhadap komitmen organisasi, keadilan kompensasi berpengaruh positif signifikan terhadap komitmen organisasi, kepuasan kerja berpengaruh positif signifikan terhadap komitmen organisasi, komitmen organisasi berpengaruh positif signifikan terhadap kinerja karyawan.

Kata kunci: Kinerja Karyawan, Empowering Leadership, Keadilan Kompensasi, Kepuasan Kerja, dan Komitmen organisasi

ABSTRACT

This writing aims to analyze the performance improvement of human resources at PT. Nasmoco Kaligawe Semarang through Organizational Commitment with Empowering Leadership variable, Justice Compensation and Job Satisfaction. This study entitled Analysis of the Effect of Empowering Leadership, Justice Compensation and Job Satisfaction on Organization and Employee Performance.

This type of explanatory research uses primary data and secondary data. The population used is all employees of PT. Nasmoco Kaligawe Semarang. The sample used was 164 people using a census technique where sampling took the entire population. Data were analyzed by multiple linear regression, classical assumption test used: a) normality test; b) multicollinearity test; c) heterocedasticity test, and hypothesis testers use; a) F test; b) coefficient of determination; and c) t test.

The results of the classical assumption test data are normally distributed, there are no symptoms of normality, multicollinearity, and heteroscedasticity. The adjusted R2 square value is 54.9% for the first model and 58.1% for the second model, the rest is explained by other factors not observed in this study. The results of the examiners partially show that empowering leadership has a significant positive effect on organizational commitment, compensation justice has a significant positive effect on organizational commitment, job satisfaction has a significant positive effect on organizational commitment, organizational commitment has a significant positive effect on employee performance.

Keywords: Employee Performance, Empowering Leadership, Justice Compensation, Job Satisfaction, and Organizational Commitment