

ABSTRACT

The purpose of this study was to discuss human resources performance that is affected by work conditions, reward systems, and job satisfaction. The sampling technique was purposive sampling. The sample used was 106 grab drivers who were still active carrying out their work. Data analysis techniques using SPSS 22. The results of this study indicate that there is a significant positive effect between working conditions, reward systems and job satisfaction on human resources performance.

Keywords : *working conditions, reward systems, job satisfaction, human resources performance*

ABSTRAK

Penelitian ini membahas mengenai kinerja SDM yang dipengaruhi oleh kondisi kerja, sistem *reward*, dan kepuasan kerja. Teknik pengambilan sampel dengan *purposive sampling*. Sampel yang digunakan sebesar 106 *driver* grab yang masih aktif dalam menjalankan pekerjaannya. Teknik analisis data menggunakan SPSS 22. Hasil penelitian ini menunjukkan bahwa da pengaruh positi signifikan antara kondisi kerja, sistem *reward* dan kepuasan kerja terhadap kinerja SDM.

Kata kunci : kondisi kerja, sistem *reward*, kepuasan kerja, kinerja SDM