

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Kompensasi Financial, Kompensasi Non Financial dan Lingkungan Kerja terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening pada PT Astra International Tbk-HSO Sales Office Gajahmada Semarang. Penelitian ini menggunakan studi atau penelitiannya juga disebut studi populasi atau studi sensus. Jumlah karyawan PT Astra International Tbk-HSO Sales Office Gajahmada Semarang sebanyak 80 responden. Hasil penelitian menunjukkan bahwa kompensasi financial dan lingkungan kerja secara parsial berpengaruh terhadap kepuasan kerja. Sedangkan variabel kompensasi non financial tidak berpengaruh signifikan terhadap kepuasan kerja. Hasil penelitian menunjukkan bahwa kompensasi financial dan lingkungan kerja secara parsial berpengaruh terhadap kinerja karyawan Sedangkan variabel kompensasi non financial tidak berpengaruh signifikan terhadap kinerja karyawan. Hasil penelitian juga menunjukkan bahwa variabel kompensasi financial berpengaruh terhadap kinerja karyawan dimediasi oleh kepuasan kerja dan variabel kompensasi lingkungan kerja berpengaruh terhadap kinerja karyawan dimediasi oleh kepuasan kerja Sedangkan variabel kompensasi non financial tidak berpengaruh terhadap kinerja karyawan dan tidak dimediasi oleh kepuasan kerja.

Kata kunci: Kompensasi Financial, Kompensasi Non Financial, Lingkungan Kerja, Kepuasan Kerja dan Kinerja Karyawan

## ABSTRACT

*This study aims to analyze the effect of Financial Compensation, Non-Financial Compensation and Work Environment for Performance Employees with Job Satisfaction as Intervening Variables at PT Astra International Tbk-HSO Gajahmada Semarang Sales Office. This research using studies or research is also called population studies or census studies. The number of employees of PT Astra International Tbk-HSO Gajahmada Semarang Sales Office who participating in this study amounted to 80 respondents. The results showed*

*that financial compensation and the work environment partially affect on job satisfaction., whereas the non-financial compensation variable does not significant effect on job satisfaction. In the other hand, it showed that financial compensation and the work environment partially affect on employee performance, while non-financial compensation variables are not significant effect on employee performance. The results also showed that financial compensation variables affect performance employees which are mediated by job satisfaction. Environmental compensation variables work has an effect on employee performance mediated by job satisfaction while the non-financial compensation variable has no effect on performance employees and are not mediated by job satisfaction.*

*Keywords: Financial Compensation, Non Financial Compensation, Work Environment, Job Satisfaction and Employee Performance*