

**PENGARUH KOMPETENSI, KOMPENSASI DAN LINGKUNGAN
KERJA TERHADAP KINERJA KARYAWAN PADA
THE ANTY RESORT BOGOR**

**EFFECT OF COMPETENCY, COMPENSATION AND WORK
ENVIRONMENT ON EMPLOYEE PERFORMANCE AT
THE ANTY RESORT BOGOR**

ABSTRACT

This study aims to determine the effect of competence, compensation and work environment on the performance of The Anty Resort employees simultaneously or partially. The method used is multiple linear regression analysis with the total sample of all permanent employees of The Anty Resort as many as 41 employees. The results of the validity and reliability test showed that all statement items were declared valid and reliable. The results of multiple correlation analysis state that there is a strong relationship between competence, compensation and work environment on employee performance. The research result show that competence, compensation and work environment simultaneously and partially have a positive and significant effect on employee performance at The Anty Resort.

Keywords: *Competence, Compensation, Work Environment, Performance.*

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi, kompensasi dan lingkungan kerja terhadap kinerja karyawan The Anty Resort secara simultan maupun parsial. Metode yang digunakan adalah analisis regresi linear berganda dengan jumlah sampel seluruh karyawan tetap The Anty Resort sebanyak 41 karyawan. Hasil uji validitas dan reliabilitas menunjukkan bahwa seluruh butir pernyataan dinyatakan valid dan reliabel. Hasil analisis korelasi ganda menyatakan bahwa terdapat hubungan yang kuat antara kompetensi, kompensasi dan lingkungan kerja terhadap kinerja karyawan. Hasil penelitian menunjukkan bahwa kompetensi, kompensasi dan lingkungan kerja secara simultan dan parsial berpengaruh positif dan signifikan terhadap kinerja karyawan The Anty Resort.

Kata Kunci: Kompetensi, Kompensasi, Lingkungan Kerja, Kinerja

