

ABSTRAK

Sapitri Wulandari, 2022: Pengaruh Kompensasi, *Punishment* dan Stres Kerja Terhadap kinerja karyawan pada PT Bintang Batam Sukses (Bintang *Cargo*) Tanjungpinang. Tim Promotor: Dr. Dodi Dermawan, SE.,M.Ec dan Hj. Iranita, SE., M.Si

Penelitian ini bertujuan untuk mengetahui pengaruh Kompensasi, *Punishment* dan Stres Kerja Terhadap kinerja karyawan pada PT Bintang Batam Sukses (Bintang *Cargo*) Tanjungpinang. Populasi di dalam penelitian ini adalah 37 karyawan di PT Bintang Batam Sukses (Bintang *Cargo*). Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 37 orang karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan tes validitas dan reliabilitas. Data analisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan uji koefisien determinasi. Penelitian dilakukan dengan menggunakan SPSS versi 26. Hasil penelitian ini menunjukkan bahwa secara parsial variabel Kompensasi (X1), *Punishment* (X2) dan Stres Kerja (X3) berpengaruh terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai F_{hitung} 17,202 dengan nilai F_{tabel} 2,892 mengidentifikasi bahwa variabel variabel Kompensasi (X1), *Punishment* (X2) dan Stres Kerja (X3) secara simultan berpengaruh terhadap Kinerja Karyawan (Y). Berdasarkan uji determinasi, sekitar 57,5% variabel Kinerja Karyawan (Y) dipengaruhi oleh variabel Kompensasi (X1), *Punishment* (X2) dan Stres Kerja (X3). Sisanya 42,5% dipengaruhi oleh faktor lainnya yang tidak dijelaskan di dalam penelitian ini.

Kata Kunci: Kompensasi, *Punishment*, Stres Kerja dan Kinerja Karyawan

ABSTRACT

Sapitri Wulandari, 2022: *Effect of Compensation, Punishment and Job Stress on Employee Performance at PT Bintan Batam Sukses (Bintan Cargo) Tanjungpinang. Supervisor: Dr. Dodi Dermawan, SE, M. Ec and Hj. Iranita, SE, M.Si*

This study aims to determine the effect of Compensation, Punishment and Job Stress on Employee Performance at PT Bintan Batam Sukses (Bintan Cargo) Tanjungpinang. The population in this study were 37 employees at PT Bintan Batam Sukses (Bintan Cargo). Sampling with the saturated technique, the number of samples is as many as 37 employees. This type of research is quantitative research. The questionnaire tested validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test and coefficient of determination. The study was conducted using SPSS version 26. The results showed that partially Compensation (X1), Punishment (X2) and Job Stress (X3) variables have an effect on Employee Performance (Y). The results of the F test obtained that F_{count} 17,202 with the value of F_{table} 2,892, identifies that the variables Compensation (X1), Punishment (X2) and Job Stress (X3) simultaneously have a significant effect on the Employee Performance (Y). Based on the coefficient determination test, about 57.5% of the Employee Performance variable (Y) are influenced by the Compensation (X1), Punishment (X2) and Job Stress (X3) variables. The remaining 42.5% is influenced by other factors not described in this study.

Keywords: *Compensation, Punishment, Job Stress and Employee Performance*