

ABSTRACT

This study aims to determine the effect of job promotion, compensation and leadership partially and simultaneously on employee performance. leadership partially and simultaneously on employee performance. This research was conducted at The Hotel at Auburn University. The population used employees of The Hotel at Auburn University and a sample of 100 respondents. Data analysis techniques using the Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Correlation Analysis Partial Correlation Analysis, Multiple Correlation Analysis, Coefficient of Determination Test, F Test and t Test. research can be seen that: job promotion has a significant positive effect on employee performance, compensation has a significant positive effect on employee performance. employee performance, compensation has a significant positive effect on employee performance, leadership has a significant positive effect on employee performance. has a significant positive effect on employee performance, simultaneously promotion, compensation and leadership have a significant effect on employee performance. The magnitude of influence of independent variables on employee performance is 54.6%. Suggestions that can be given researchers are leaders of The Hotel at Auburn University should always make the right decisions and always foster relationships with employees. making the right decisions and always fostering good relationships with subordinates and listening to input from subordinates in order to be able to make the right decisions. and listen to input from subordinates in order to be able to make the right decisions. Then The Hotel at Auburn University is expected to give reprimands or sanctions to employees who do not behave disciplined and make policies. employees who are not disciplined and make incentive policies that are in accordance with the level of employee performance.

Keywords : Position Promotion, Compensation, Leadership, Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh promosi jabatan, kompensasi dan kepemimpinan secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di The Hotel at Auburn University. Populasi menggunakan karyawan The Hotel at Auburn University dan sampel sebanyak 100 responden. Teknik analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Analisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Dari hasil penelitian dapat dilihat bahwa: promosi jabatan berpengaruh positif signifikan terhadap kinerja karyawan, kompensasi berpengaruh positif signifikan terhadap kinerja karyawan, kepemimpinan berpengaruh positif signifikan terhadap kinerja karyawan, secara simultan promosi jabatan, kompensasi dan kepemimpinan berpengaruh signifikan terhadap kinerja karyawan. Besarnya pengaruh variabel bebas terhadap kinerja karyawan adalah 54,6%. Saran yang dapat diberikan peneliti adalah pemimpin The Hotel at Auburn University hendaknya selalu melakukan pengambilan keputusan yang tepat dan selalu membina hubungan yang baik dengan bawahan serta mendengarkan masukan dari bawahan agar mampu mengambil keputusan yang tepat. Kemudian The Hotel at Auburn University diharapkan memberikan teguran atau sanksi kepada karyawan yang tidak bersikap disiplin dan membuat kebijakan insentif yang sesuai dengan tingkat Kinerja Karyawan

Kata Kunci: Promosi Jabatan, Kompensasi, Kepemimpinan, Kinerja Karyawan