

## INTISARI

Keberadaan sumber daya manusia di dalam suatu perusahaan memegang peranan sangat penting. Tenaga kerja memiliki potensi yang besar untuk menjalankan aktivitas perusahaan. Terciptanya kinerja karyawan yang tinggi tentu ada faktor yang mempengaruhinya, faktor - faktor tersebut yaitu kondisi sarana dan prasarana, suasana lingkungan kerja, pendidikan, pelatihan, adanya motivasi kerja, dan pemberian kompensasi. Penelitian ini dilakukan pada perusahaan kelapa sawit PT. Task 1, dengan permasalahan bahwa perusahaan tersebut berdasarkan pengamatan awal terhadap motivasi, kompensasi, lingkungan kerja, kepuasan kerja, dan kinerja kerja khususnya pada tenaga panen kelapa sawit, menunjukkan tingkat motivasi yang rendah, kurangnya penghargaan yang diberikan, dan kurang puas nya dengan sistem kompensasi yang berlaku, sehingga tingkat kepuasan dan kinerja PT. Task 1 yang belum optimal. Tujuan dari penelitian ini yaitu mengetahui pengaruh motivasi, kompensasi, lingkungan kerja dan pengaruhnya terhadap tingkat kepuasan tenaga panen dan kinerja kerja perusahaan. Jenis metode penelitian yang dipilih adalah deskriptif analisis dan analisis statistik SemPLs. Lokasi penelitian ini dilaksanakan di PT. Task 1 Parenggean dan pelaksanaan penelitian dilakukan pada bulan November hingga Desember 2022. Pengambilan sampel dilakukan di 2 estate dengan responden berjumlah 105 tenaga panen. Sampel pada penelitian ini menggunakan metode proportional random sampling dengan cara mengambil sampel dari setiap kelompok yang ditentukan seimbang dengan banyaknya populasi pada masing - masing kelompok. Hasil penelitian ini bahwa motivasi, kompensasi, lingkungan kerja berpengaruh signifikan terhadap kepuasan kerja, kompensasi, lingkungan kerja berpengaruh signifikan terhadap kinerja kerja dan kepuasan kerja berpengaruh signifikan terhadap kinerja kerja, tetapi motivasi tidak berpengaruh terhadap kinerja kerja, dan semua variabel laten berpengaruh terhadap kinerja kerja melalui kepuasan kerja.

**Kata Kunci :** Motivasi, Kompensasi, Lingkungan kerja, Kepuasan kerja terhadap Kinerja kerja, Kelapa sawit

## ABSTRACT

The existence of human resources in a company plays a very important role. Labor has great potential to carry out company activities. The potential of every human resource in the company must be utilized as well as possible so that it can provide optimal output, the level of professionalism of employees at work is measured by their performance. The creation of high employee performance certainly has factors that influence it, these factors are the condition of facilities and infrastructure, the atmosphere of the work environment, education, training, work motivation, and compensation. This research was conducted at the palm oil company PT. Task 1, with the problem that the company based on preliminary observations of motivation, compensation, work environment, job satisfaction, and work performance, especially in oil palm harvesters, shows a low level of motivation, lack of appreciation given, and lack of satisfaction with the applicable compensation system, so that the level of satisfaction and performance of PT Task 1 is not optimal. The purpose of this study is to determine the effect of motivation, compensation, work environment and its effect on the level of satisfaction of harvest workers and company work performance. The type of research method chosen is descriptive analysis and SemPls statistical analysis. The location of this research was carried out at PT. Task 1 Parenggean and the implementation of the research was carried out in November until December 2022. Sampling was carried out in 2 estates with 105 respondents. the sample in this study used proportional random sampling method by taking samples from each group which was determined to be balanced with the number of populations in each group. The results of this study that motivation, compensation, work environment has a significant effect on job satisfaction, compensation, work environment has a significant effect on work performance and job satisfaction has a significant effect on work performance, but motivation has no effect on job performance, and all latent variables affect job performance through job satisfaction.

**Keywords :** Motivation, Compensation, Work Environment, Job Satisfaction on Performance  
work, Oil palm