

ABSTRAK

karyawan di store ayam penyet Jakarta belum mampu bekerja tanpa diarahkan oleh pimpinan untuk mencapai kinerja yang baik, artinya pimpinan di store ayam penyet Jakarta menilai bahwa karyawan belum optimal dalam menyelesaikan pekerjaannya karena kurangnya tanggung jawab dari para karyawan. karyawan di store ayam penyet Jakarta tidak disediakannya insentif meskipun karyawan berkerja dengan sesuai peraturan yang telah ditentukan, sehingga hal ini mempengaruhi kinerja karyawan sehingga tidak mencapai target. pimpinan di resto Ayam Penyet Jakarta belum dapat bersikap adil terhadap seluruh karyawan, pimpinan belum dapat memberikan rasa nyaman bagi para karyawan dalam melaksanakan tugas, artinya pimpinan belum mampu mensugesti para karyawan untuk dapat bekerja dengan lebih baik dalam menyelesaikan tugas dan tanggung jawab nya.jenis penelitian ini menggunakan metode kuantitatif dan menggunakan data primer dan sekunder, lokasi atau tempat penelitian ini dilakukan di salah satu resto Ayam Penyet Jakarta yang terlatak Di Jl, kl, Yossudarso.no.59, Glugur,Medan Barat dan Jl. Kapten Muslim no. 166, Medan Helvetia Sumatra Utara. kompensasi (X1) secara parsial berpengaruh terhadap kinerja karyawan (Y), kepemimpinan (X2) secara parsial tidak berpengaruh terhadap kinerja karyawan (Y). dan dari hasil temuan menunjukkan bahwa secara simultan kompensasi (X1) dan kepemimpinan (X2) berpengaruh signifikan terhadap kinerja karyawan. Berdasarkan hasil analisis data uji hipotesis secara simultan pengaruh Kompensasi dan Kepemimpinan berpengaruh Positif Dan Signifikan terhadap Kinerja Karyawan pada Resto Ayam Penyet Jakarta dalam hal kualitas serta kuantitas dalam bekerja, disiplin kerja, inisiatif, tanggung jawab dan keterampilan pekerjaan

kata kunci : kompensasi, kepemimpinan dan kinerja karyawan

ABSTRACT

Employees at the Ayam Penyet Jakarta store have not been able to work without being directed by the leadership to achieve good performance, meaning that the leadership at the Ayam Penyet Jakarta store considers that the employees have not been optimal in completing their work due to a lack of responsibility from the employees. Employees at the Ayam Penyet Jakarta store are not provided with incentives even though employees work according to predetermined regulations, so this affects employee performance so that they do not reach targets. The leadership at the Ayam Penyet Jakarta restaurant has not been able to act fairly towards all employees, the leadership has not been able to provide a feeling of comfort for the employees in carrying out their duties, meaning that the leadership has not been able to suggest that the employees can work better in completing their tasks and responsibilities. Type of research This method uses quantitative methods and uses primary and secondary data. The location or location of this research was carried out at one of the Ayam Penyet restaurants in Jakarta which is located on Jl, kl, Yossudarso.no.59, Glugur, West Medan and Jl. Muslim Captain no. 166, Medan Helvetia North Sumatra. compensation (X1) partially influences employee performance (Y), leadership (X2) partially has no influence on employee performance (Y). and the findings show that simultaneously compensation (X1) and leadership (X2) have a significant effect on employee performance. Based on the results of data analysis of simultaneous hypothesis testing, the influence of Compensation and Leadership has a Positive and Significant influence on Employee Performance at the Ayam Penyet Jakarta Restaurant in terms of quality and quantity in work, work discipline, initiative, responsibility and work skills

Keywords: compensation, leadership and employee performance