

## **ABSTRAK**

### **PENGARUH BEBAN KERJA, PENDIDIKAN, DAN KOMPENSASI TERHADAP KINERJA KARYAWAN (Studi Empiris pada Karyawan CV Mebel Intenational Semarang)**

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Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja, pendidikan dan kompensasi terhadap kinerja karyawan. Populasi pada penelitian ini adalah karyawan di lingkungan CV Mebel Internasional yang berjumlah 218 karyawan. Pengumpulan data menggunakan metode survei dengan kuesioner sebagai instrumen. Data diolah menggunakan program SPSS 25. Pengujian dilakukan dengan uji validitas, uji reliabilitas, uji statistik F, uji koefisien determinasi ( $R^2$ ), dan uji hipotesis (uji t). Hasil penelitian menunjukkan bahwa beban kerja berpengaruh negatif terhadap kinerja karyawan, pendidikan berpengaruh positif terhadap kinerja karyawan, dan kompensasi berpengaruh positif terhadap kinerja karyawan.

**Kata Kunci : Beban Kerja, Pendidikan, Kompensasi, Kinerja Karyawan**

## **ABSTRACT**

### ***THE EFFECT OF LABOR, EDUCATION, AND COMPENSATION ON EMPLOYEE PERFORMANCE***

*(Empirical Study on Employees of CV Mebel Internasional Semarang)*

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*This study aims to analyze the effect of workload, education and compensation on employee performance. The population in this study were 218 employees at CV Mebel Internasional. Collecting data using a survey method with a questionnaire as an instrument. The data were processed using the SPSS 25 program. Tests were carried out by means of validity tests, reliability tests, F statistical tests, determination coefficient tests (R<sup>2</sup>), and hypothesis testing (t test). The results showed that workload had a negative effect on employee performance, education had a positive effect on employee performance, and compensation had a positive effect on employee performance.*

***Keywords: Workload, Education, Compensation, Employee Performance***