

**Pengaruh Kepemimpinan, Kompensasi dan Motivasi Terhadap Kinerja
Karyawan di PTPN XII Kebun Mumbul Jember**

*(The Influence Of Leadership, Compensation, And Motivation Toward
PTPN XII Kebun Mumbul Jember Employee's Work Performance)*
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ABSTRACT

This research is aimed at knowing the influence of leadership, compensation, and motivation, toward PTPN XII Kebun Mumbul Jember employees' work performance. The populations of this study are 60 part-time employees in production division. The sample was taken by using saturated sample or known as census, where all members of the populations are taken as the sample. In this study, primary and secondary data were used. The techniques of data analysis were multiple regression analysis, determination coefficient analysis, F test, and t test by using The SPSS 21,0 for Windows. The testing of F test regression analysis showed that leadership, compensation, and motivation give positive and significant effect toward the work performance of the employees. The result of the research, which has been done by using t test regression analysis, showed that leadership and compensation variables had insignificant effect, whereas the variable that has a significant effect on employee performance is motivation. Variable which has the most dominant influence toward the employees' work performance is motivation variable.

Keywords: *Work performance, Leadership, Compensation, Motivation.*