

ABSTRACT

This research aims to determine employee performance management at LPG Gas Agent Companies in Madura with independent variables consisting of compensation, work environment, Occupational Safety and Health (K3), and the dependent variable employee performance, as well as work motivation as an intervening variable. The analysis technique used in this research is SEM analysis with a PLS approach using Smart PLS 3 software , through a cross section data regression model for 180 employees at each LPG Gas Agent Company.

The results of the research show that employee performance management at the LPG Gas Agent Company in Madura produces an analysis, namely compensation has a negative effect on employee performance, compensation has a positive effect on work motivation, the work environment has no effect on employee performance, the work environment has an effect on work motivation, safety and health work (K3) has a positive effect on employee performance, Occupational Safety and Health (K3) has no effect on work motivation, work motivation has an effect on employee performance . While work motivation is able to significantly mediate the relationship between compensation and employee performance, work motivation is able to significantly mediate the relationship between the work environment and employee performance, work motivation is not able to significantly mediate the relationship between occupational safety and health (K3) and employee performance.

Keywords : *Employee Performance, Work Motivation, Compensation, Work Environment, Safety and Health (K3), Madura LPG Gas Agent.*

ABSTRAK

Penelitian ini bertujuan untuk mengetahui manajemen kinerja karyawan pada Perusahaan Agen Gas Elpiji di Madura dengan variabel independen terdiri dari kompensasi, lingkungan kerja, Keselamatan dan Kesehatan Kerja (K3), dan variabel dependen kinerja karyawan, serta motivasi kerja sebagai variabel intervening. Teknik analisis yang digunakan dalam penelitian ini adalah analisis SEM dengan pendekatan PLS dengan menggunakan *software* Smart PLS 3, melalui model regresi data *cross section* sebanyak 180 karyawan pada setiap Perusahaan Agen Gas Elpiji.

Hasil penelitian menunjukkan bahwa manajemen kinerja karyawan pada Perusahaan Agen Gas Elpiji di Madura menghasilkan analisis, yaitu kompensasi berpengaruh negatif terhadap kinerja karyawan, kompensasi berpengaruh positif terhadap motivasi kerja, lingkungan kerja tidak berpengaruh terhadap kinerja karyawan, lingkungan kerja berpengaruh terhadap motivasi kerja, Keselamatan dan Kesehatan kerja (K3) berpengaruh positif terhadap kinerja karyawan, Keselamatan dan Kesehatan kerja (K3) tidak berpengaruh terhadap motivasi kerja, motivasi kerja berpengaruh terhadap kinerja karyawan. Sedangkan motivasi kerja mampu memediasi secara signifikan hubungan antara kompensasi dan kinerja karyawan, motivasi kerja mampu memediasi secara signifikan hubungan antara lingkungan kerja terhadap kinerja karyawan, motivasi kerja tidak mampu memediasi secara signifikan hubungan antara Keselamatan dan Kesehatan kerja (K3) terhadap kinerja karyawan.

Kata Kunci : Kinerja Karyawan, Motivasi Kerja, Kompensasi, Lingkungan Kerja, Keselamatan dan Kesehatan Kerja (K3), Agen Gas Elpiji Madura.