

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh latar belakang pendidikan terhadap kinerja karyawan, menguji pengaruh pengalaman kerja terhadap kinerja karyawan dan menguji pengaruh kompensasi terhadap kinerja karyawan. Obyek penelitian ini yaitu di Bank Pembiayaan Rakyat Syariah Bangun Drajat Warga (BPRS BDW) Yogyakarta.

Penelitian ini merupakan penelitian kuantitatif. Data dikumpulkan menggunakan kuesioner, didistribusikan ke karyawan yang bekerja di BPRS BDW Yogyakarta. Sebanyak 40 kuesioner berhasil dikumpulkan dan dianalisis menggunakan analisis regresi linier berganda dengan aplikasi SPSS versi 23. Analisis yang digunakan dalam penelitian ini adalah metode Regresi Linier Berganda.

Hasil penelitian menunjukkan bahwa tidak adanya pengaruh antara latar belakang pendidikan terhadap kinerja karyawan BPRS BDW Yogyakarta, dengan kata lain pengaruh positif latar belakang pendidikan terhadap kinerja tidak diterima, tetapi terdapat pengaruh positif signifikan antara pengalaman kerja terhadap kinerja karyawan BPRS BDW Yogyakarta, terdapat pengaruh positif signifikan antara kompensasi terhadap kinerja karyawan BPRS BDW Yogyakarta dan secara simultan terdapat pengaruh positif signifikan antara latar belakang pendidikan, pengalaman kerja dan kompensasi terhadap kinerja karyawan BPRS BDW Yogyakarta.

Kata kunci: *Latar Belakang Pendidikan, Pengalaman Kerja, Kompensasi, Kinerja Karyawan.*

ABSTRACT

This research aims to analyze the influence of educational background toward the employees' performance, analyzing the influence of working experience toward the employees' performance, and analyzing the influence of compensation toward the employees' performance. The research object was the Sharia Public Financing Bank Bangun Drajat Warga (BPRS BDW) Yogyakarta.

This research was a quantitative research. The data were collected using questionnaires distributed to the employees working at BPRS BDW Yogyakarta. Forty questionnaires were successfully collected and analyzed using multiple linear regression analysis with the application of SPSS version 23. The analysis used in this research was Multiple Linear Regression method.

The research result shows that there is no significance between the educational background and the employees' performance at BPRS BDW Yogyakarta. In the other words, the positive influence of educational background is not acceptable. However, there is a positive and significant influence between working experience and employees' performance at BPRS BDW Yogyakarta. There is also a positive and significant influence between compensation and employees' performance at BPRS BDW Yogyakarta. Therefore, it simultaneously creates a positive and significant influence between educational background, working experience, and compensation toward the employees' performance at BPRS BDW Yogyakarta.

Keywords: Educational Background, Working Experience, Compensation, Employees' Performance