

ABSTRAK

Pengaruh Sistem *Reward*, *Job Relevant Information* (JRI), dan *Manager's Value Orientation towards Innovation* (VOI Manajer) Terhadap Kinerja Karyawan melalui Kepuasan Kerja Sebagai Variabel *Intervening* (Studi Empiris Pada Perusahaan Suzuki Persada Lampung Raya di Kota Bandar Lampung)

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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh Sistem *Reward* terhadap Kinerja Karyawan, (2) pengaruh JRI terhadap Kinerja Karyawan, (3) pengaruh VOI Manajer terhadap Kinerja Karyawan, (4) pengaruh Kepuasan Kerja terhadap Kinerja Karyawan, (5) pengaruh Sistem *Reward* terhadap Kinerja Karyawan melalui Kepuasan Kerja, (6) pengaruh JRI terhadap Kinerja Karyawan melalui Kepuasan Kerja, dan (7) pengaruh VOI Manajer terhadap Kinerja Karyawan melalui Kepuasan Kerja. Untuk mencapai tujuan penelitian, penelitian ini dilakukan dengan meneliti 71 responden di sektor perusahaan otomotif yang berlokasi di Kota Bandar Lampung. Menurut hasil penelitian, peneliti menganalisis 71 data dari 110 data yang dikembalikan.

Berdasarkan hasil perhitungan dengan menggunakan SmartPLS, peneliti menemukan bahwa, Sistem *Reward*, *Job Relevant Information* dan *VOI Manajer* berpengaruh langsung positif terhadap Kepuasan Kinerja. Tetapi pada Kinerja Karyawan hanya sistem *Reward* dan *VOI Manajer* yang secara tidak langsung berpengaruh positif sedangkan *Job Relevant Information* tidak. Penelitian ini memberikan kontribusi yaitu dalam aspek pengembangan literatur akuntansi manajemen untuk melihat menganalisis faktor apa saja yang mempengaruhi Kepuasan dan Kinerja Karayawan di perusahaan saat ini.

Kata kunci: Sistem *Reward*, *Job Relevant Information*, *Manager's Value Orientation towards Innovation*, Kepuasan Kerja, Kinerja Karyawan

ABSTRACT

The Influence of Reward System, Job Relevant Information (JRI), and Manager's Value Orientation toward Innovation (VOI Manager) on Employee Performance through Job Satisfaction as Intervening Variable (Empirical Studi at Employees of Suzuki Persada Lampung Raya in Bandar Lampung City)

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This study aims to determine: (1) The influence of Reward System on Employee Performance, (2) The influence of JRI on Employee Performance, (3) influence of VOI Manager on Employee Performance, (4) The Influence Job Satisfaction Influence on Employee Performance, (5) Reward on Employee Performance through Job Satisfaction, (6) The influence of JRI on Employee Performance through Job Satisfaction, and (7) The influence of VOI Manager on Employee Performance through Job Satisfaction. To achieve the research objectives, this study was conducted by examining 71 respondents in the automotive company sector located in Bandar Lampung City. According to the results of the study, researchers analyzed 71 data from 110 data returned.

Based on the calculation by using SmartPLS, the researcher found that, Reward System, Job Relevant Information and VOI Manager have a direct positive effect to Performance Satisfaction. But on Employee Performance only Reward and VOI Manager system which indirectly have positive effect while Job Relevant Information is not. This research contributes in the aspects of development of management accounting literature to see analyze what factors affect the Satisfaction and Employee Performance in the company today.

Keywords: *Reward System, Job Relevant Information, Manager's Value Orientation towards Innovation, Job Satisfaction, Employee Performance*