

ABSTRACT

"Influence analysis gender and compensation on employees performance of PT. Ramayana Lestari Sentosa In Palembang ", was implemented in 2013. Purpose of this study to determine the effect of gender on the performance and compensation of employees of PT. Ramayana Lestari Sentosa In Palembang. Employees of PT. Ramayana Lestari Sentosa in Palembang is the population with the number of samples is 96 respondents. Engineering samples purposive sampling (sampling technique based on criteria). The criteria are based on a minimum of high school education and Employees who have worked for a year and using SPSS version 20 software for data analysis. Data analysis techniques in this study to test the qualitative description of the variables and the identity of respondents, while quantitative data analysis, test instrument with multiple linear regression analysis method. Based on the results of multiple linear regression test said to be very good and qualified by the assumptions of classical linear regression equation $Y = 0.960X_1 + (-0013) X_2$ with a coefficient of determination of 90.3%. This study also confirmed the results of hypothesis testing. Hypothesis testing is an individual / partial compensation variables on the dependent variable (the t test). In this study the value of the variable compensation table t (X1) at 21.250 with a significance value of 0.000 and the gender variable (X2) of 0.293 with significant value of 0771 while the overall test of independent variables on the dependent variable (test f), f value tables on both variables the variable compensation of 433 397 and gender variables with significant value of 0.000. So that the two variables have an influence on employee performance. So in this study, the independent variable (variable compensation and gender variables) has an influence on the dependent variable (the variable performance of the employee) with a percentage of 90.3% while the remaining 9.7% is influenced by other factors not mentioned in this study.

Keywords: compensation, gender, employee performance and analysis multiple linear regression.