

ABSTRACT

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THE INFLUENCE OF COMPENSATION, WORK DISCIPLINE, AND MOTIVATION ON EMPLOYEE PRODUCTIVITY AT OPAL COFFEE GRIYA MEDAN

(xvi+101 pages; 7 figures; 55 tables; 7 appendixes)

Human resources are one of the variables that contribute to a company's success, whether in the field of F&B or any other industry. Opal Coffee Griya Medan experienced a decline in employee productivity that can be seen from absenteeism and tardiness due to compensation, work discipline, and motivation. The objectives of this research are to analyze compensation, work discipline, and motivation have an influence on employee productivity at Opal Coffee Griya Medan

Compensation, work discipline, and motivation have an important role in shaping employee performance. compensation, work discipline, and motivation are highly connected with employee performance and company profitability.

In this research, the writer used a quantitative research design. The writer used a descriptive and causal approach. The population and sample size were 35 employees. The sampling technique used is census sampling.

This research also passed the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, and multiple linear regression test and the equation is $Y = 0.650 + 0.437 X1 + 0.646 X2 + 0.383 X3 + e$. The result of the hypothesis test, compensation, work discipline, and motivation have an influence on employee productivity at Opal Coffee Griya Medan, either partially or simultaneously. Furthermore, compensation, work discipline, and motivation have a 61.8% influence on employee productivity at Opal Coffee Griya Medan.

Recommendations for Opal Coffee Griya Medan include providing welfare for employees and at least provide salaries in accordance with the provisions of the rules of the Medan City Government, reinforcing the rules of work uniforms so that employees look neat and can be an identifier for customers, and increase the work responsibility of employees is to put the criteria of the nature of responsibility as the basis for the increase in compensation and promotion.

Keywords: Compensation, Work Discipline, Motivation Employee Productivity,
References: 43 (2017-2020)

ABSTRAK

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PENGARUH KOMPENSASI, DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP PRODUKTIVITAS KARYAWAN DI OPAL COFFEE GRIYA MEDAN

(xvi + 101 Halaman; 7 gambar; 55 Tabel; 7 lampiran)

Sumber daya manusia adalah salah satu variabel yang berkontribusi terhadap kesuksesan perusahaan, baik di bidang F&B maupun di industri lainnya. Opal Coffee Griya Medan mengalami penurunan kinerja karyawan yang dapat dilihat dari data penjualan akibat kompensasi, disiplin kerja dan motivasi kerja. Tujuan dari penelitian ini adalah untuk menganalisis kompensasi, disiplin kerja dan motivasi kerja yang berpengaruh terhadap produktivitas karyawan di Opal Coffee Griya Medan

Kompensasi, disiplin kerja dan motivasi memiliki peran penting dalam membentuk produktivitas karyawan. Kompensasi, disiplin kerja dan motivasi sangat terkait dengan produktivitas karyawan dan profitabilitas perusahaan. Dalam penelitian ini penulis menggunakan desain penelitian kuantitatif. Penulis menggunakan pendekatan deskriptif dan kausal. Populasi dan ukuran sampel adalah 35 karyawan. Teknik sampling yang digunakan adalah census sampling.

Penelitian ini juga lolos uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas, uji regresi linier berganda dan persamaan $Y = 0,650 + 0,437 x_1 + 0,646 x_2 + 0,383 x_3 + e$. Hasil uji hipotesis, kompensasi, disiplin kerja dan motivasi berpengaruh terhadap produktivitas karyawan di Opal Coffee Griya Medan, baik parsial maupun simultan. Selanjutnya, kompensasi, disiplin kerja dan motivasi memiliki pengaruh 61,8% terhadap produktivitas karyawan di Opal Coffee Griya Medan.

Rekomendasi untuk Opal Coffee Griya Medan antara lain memberikan kesejahteraan bagi karyawan minimal memberikan gaji sesuai dengan ketentuan Peraturan Pemerintah Kota Medan, memperkuat aturan seragam kerja agar karyawan terlihat rapi dan dapat menjadi pengenalan bagi pelanggan dan meningkatkan tanggung jawab kerja karyawan adalah dengan menempatkan kriteria sifat tanggung jawab sebagai dasar kenaikan kompensasi dan promosi.

Kata Kunci: Kompensasi, Disiplin Kerja, Motivasi, Produktivitas Karyawan
Referensi: 43 (2017-2020)