

ABSTRACT

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THE INFLUENCED OF COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. MURNI SADAR, TBK BACK OFFICE

(xv+91 pages; 6 figures; 52 tables; 6 appendices)

This study aims to analyze and determine whether there is an effect of compensation and work discipline on employee performance at PT. Murni Sadar, Tbk Back Office. This research method is used in quantitative research. The population in this study were 68 employees of PT. Murni Sadar, Tbk Back Office, where the number of samples in this study was taken as many as 38 employees. A total of 30 other respondents were selected outside the sample to test the validity and reliability of the questionnaire. This study uses primary data obtained by distributing questionnaires to employees who work at PT. Murni Sadar, Tbk Back Office.

This research uses primary data obtained by distributing questionnaires to employees who work at PT. Murni Sadar, Tbk Back Office. The data analysis technique used the coefficient of determination and simple regression analysis. The data processing in this study used the SPSS 23 program. The results showed that compensation and work discipline had a simultaneous positive effect on employee performance. This shows that in the F test the result is 0.001 which is smaller than 0.005 then it means that compensation and work discipline have a significant effect on employee performance. Compensation and work discipline have a fairly low effect of 32.8% on employee performance.

Based on the results of the study indicate that compensation has a significant effect on the performance of employees of PT. Murni Sadar, Tbk Back Office, work discipline has a significant effect on the performance of employees of PT. Murni Sadar, Tbk Back Office as well as compensation and work discipline simultaneously have a significant effect on employee performance at PT. Murni Sadar, Tbk Back Office.

Keywords: Compensation, Work Discipline, Employee Performance

References: 27 (2017-2022)

ABSTRAK

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PENGARUH KOMPENSASI DAN DISLIPIN KERJA TERHADAP KINERJA KARYAWAN DI PT. MURNI SADAR, TBK BACK OFFICE

(xv+91 halaman; 6 gambar; 52 tabel; 6 lampiran)

Penelitian ini bertujuan untuk menganalisis dan mengetahui apakah terdapat pengaruh kompensasi dan disiplin kerja terhadap kinerja karyawan pada PT. Murni Sadar, Tbk Back Office. Metode penelitian ini digunakan dalam penelitian kuantitatif. Populasi dalam penelitian ini adalah 68 karyawan PT. Murni Sadar, Tbk Back Office, dimana jumlah sampel pada penelitian ini diambil sebanyak 38 karyawan. Sebanyak 30 responden lainnya dipilih diluar sampel untuk menguji validitas dan reliabilitas kuesioner.

Penelitian ini menggunakan data primer yang diperoleh dengan penyebaran kuesioner kepada karyawan yang bekerja pada PT. Murni Sadar, Tbk Back Office. Teknik analisis data menggunakan koefisien determinasi dan analisis regresi sederhana. Pengolahan data dalam penelitian ini menggunakan Program SPSS 23. Hasil penelitian menunjukkan bahwa kompensasi dan disiplin kerja berpengaruh positif secara simultan terhadap kinerja karyawan. Hal ini menunjukkan bahwa dalam uji F memperoleh hasil 0.001 dimana lebih kecil dari 0.005 maka itu berarti kompensasi dan disiplin kerja memiliki pengaruh signifikan terhadap kinerja karyawan. Kompensasi dan disiplin kerja memiliki pengaruh yang cukup rendah sebesar 32,8% terhadap kinerja karyawan.

Oleh karena itu hasil penelitian menunjukkan bahwa kompensasi berpengaruh signifikan terhadap kinerja karyawan di PT. Murni Sadar, Tbk Back Office, disiplin kerja berpengaruh signifikan terhadap kinerja karyawan PT. Murni Sadar, Tbk Back Office dan juga kompensasi dan disiplin kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan pada PT. Murni Sadar, Tbk Back Office.

Kata kunci: Kompensasi, Dislipin Kerja, Kinerja Karyawan

Referensi: 27 (2017-2022)