

ABSTRAK

TRIANINGSIH PUTRI VAN ENDE. Pengaruh Motivasi, Disiplin Kerja dan Kompensasi Terhadap Kinerja Di Panangian School of Property. (Di Bimbing Oleh Bapak Abdurrahman)

Kinerja karyawan merupakan tingkat pencapaian kerja individu (pegawai) setelah berusaha atau bekerja keras atau hasil akhir dari suatu aktivitas. Kinerja karyawan mencerminkan karyawan yang produktif. Informasi kinerja karyawan diperoleh melalui proses penilaian kerja karyawan. Banyak faktor dapat mempengaruhi kinerja karyawan, tetapi dalam penelitian ini dianalisis melalui motivasi, kompensasi dan disiplin kerja. Tujuan penelitian ini adalah untuk mengetahui bagaimana pengaruh motivasi kerja, disiplin kerja dan kompensasi terhadap kinerja karyawan pada Panangian School of Property

Penelitian ini merupakan penelitian deskriptif korelasional, dimana dalam penelitian ini selain menggambarkan fenomena yang terjadi, juga melihat hubungan antara variable independent terhadap variabel dependent, sample yang diambil sebanyak 33 orang yang merupakan karyawan Panagian School of property. Analisi dalam penelitian ini dilakukan dengan menggunakan analisis regresi linear berganda.

Dari hasil penelitian diperoleh hasil secara parsial terdapat pengaruh motivasi kerja dan kompensasi terhadap kinerja karyawan pada Panangian School of Property, sedangkan untuk disiplin kerja diketahui tidak mempengaruhi kinerja karyawan Panangian School of Property. Sementara seara simultan diketahui terdapat pengaruh motivasi kerja, disiplin kerja dan kompensasi terhadap kinerja karyawan pada Panangian School of Property secara bersama-sama. Dari hasil penelitian diketahui variabel terbesar yang memberikan pengaruh terhadap kinerja adalah motivasi, sehingga semakin perusahaan meningkatkan motivasi karyawannya maka semakin kinerja karyawan meningkat. Selain meningkatna motivasi dengan jalan menciptakan suasana kerja yang nyaman, perusahaan juga perlu memperhatikan kompensasi dan disiplin kerja karyawan sehingga pada akhirnya kinerja karyawan akan meningkat, Walaupun dari hasil penelitian ditemukan disiplin tidak memberikan pengaruh terhadap kinerja secara parsial, namun secara simultan disiplin memberikan pengaruh secara bersama-sama dengan motivasi dan kompensasi terhadap kinerja, sehingga perlu dibuat konsep yang tepat dari perpaduan motivasi, disiplin dan kompensasi untuk meningkatkan kinerja karyawan.

Kata Kunci: Motivasi, Displin, Kompensasi, Kinerja

ABSTRACT

TRIANINGSIH PRINCESS VAN ENDE. The Influence of Motivation, Work Discipline and Compensation to Performance at Panangian School of Property. (directed By Mr. Abdurrahman)

Employee performance is the level of achievement of individual work (employees) after trying or working hard or the end result of an activity. Employee performance reflects productive employees. Employee performance information is obtained through the employee appraisal process. Many factors can affect employee performance, but in this research are analyzed through motivation, compensation and work discipline. The purpose of this study is to find out how the influence of work motivation, work discipline and compensation for employee performance at Panangian School of Property

This research is a descriptive correlational research, which in this study besides describe the phenomenon that occurs, also see the relationship between independent variables to dependent variable, sample taken as many as 33 people who are employees of Panagian School of property. The analysis in this study was conducted by using multiple linear regression analysis.

From the result of the research, it is found that there is partial effect of work motivation and compensation on employee performance at Panangian School of Property, while for work discipline is known not to affect the performance of Panangian School of Property employees. While simultaneously it is known that there is influence of work motivation, work discipline and compensation for employee performance at Panangian School of Property together. From the results of research known that the largest variable that gives effect to the performance is the motivation, so the more companies increase employee motivation the more the performance of employees increases. In addition to improving motivation by creating a comfortable working atmosphere, the company also needs to pay attention to the compensation and discipline of employees so that ultimately the performance of employees will increase, Although the results of the study found that the discipline did not give effect to the performance partially, but simultaneously the discipline to give effect together -together with motivation and compensation for performance, it is necessary to create an appropriate concept of a combination of motivation, discipline and compensation to improve employee performance.

Keywords: Motivation, Displin, Compensation, Performance