

ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisis pengaruh disiplin kerja dan insentif terhadap kepuasan kerja dampaknya kinerja karyawan PT. Borwita Citra Prima Sidoarjo. Penelitian ini menggunakan uji validitas, reliabilitas, analisis jalur dan sampel yang digunakan 80 karyawan PT. Borwita Citra Prima Sidoarjo. Hasil dari penelitian ini membuktikan dan memberi kesimpulan bahwa: (1) kontribusi disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja PT. Borwita Citra Prima Sidoarjo sebesar 35,5%. (2) kontribusi insentif berpengaruh positif dan signifikan terhadap kepuasan kerja PT. Borwita Citra Prima Sidoarjo sebesar 61,8%. (3) kontribusi disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Borwita Citra Prima Sidoarjo sebesar 29,8%. (4) kontribusi insentif berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Borwita Citra Prima Sidoarjo sebesar 35,6%. (5) kontribusi kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Borwita Citra Prima Sidoarjo sebesar 29,6%. (6) pengaruh total disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja PT. Borwita Citra Prima Sidoarjo sebesar 40,3%. (7) pengaruh total insentif berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja PT. Borwita Citra Prima Sidoarjo sebesar 53,9%.

Kata Kunci : Disiplin Kerja, Insentif, Kepuasan Kerja, Kinerja Karyawan.

ABSTRACT

The purpose of this study is to analyze the effect of work discipline and incentives on job satisfaction impact of employee performance PT. Borwita Citra Prima Sidoarjo. This study used the validity, reliability, path analysis and samples used by 80 employees of PT. Borwita Citra Prima Sidoarjo. The results of this study proves and gives the conclusion that: (1) the contribution of work discipline has a positive and significant impact on job satisfaction PT. Borwita Citra Prima Sidoarjo at 35.5%. (2) incentive contribution has a positive and significant effect to job satisfaction of PT. Borwita Citra Prima Sidoarjo is 61.8%. (3) the contribution of work discipline has a positive and significant impact on the performance of employees of PT. Borwita Citra Prima Sidoarjo at 29.8%. (4) incentive contribution has a positive and significant effect to employee performance of PT. Borwita Citra Prima Sidoarjo at 35.6%. (5) contribution of job satisfaction have a positive and significant effect to employee performance of PT. Borwita Citra Prima Sidoarjo of 29.6%. (6) the influence of total work discipline has a positive and significant effect on employee performance through job satisfaction of PT. Borwita Citra Prima Sidoarjo at 40.3%. (7) the effect of total incentive has positive and significant effect on employee performance through job satisfaction of PT. Borwita Citra Prima Sidoarjo by 53.9%.

Keywords: Work Discipline, Incentives, Job Satisfaction, Employee Performance.