

## ABSTRAK

### PENGARUH REWARD DAN DISIPLIN KERJA TERHADAP KEPUASAN KARYAWAN DAN DAMPAKNYA PADA KINERJA KARYAWAN DI PT.GRAPHIC CHAPTER SURABAYA

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Persaingan usaha membuat setiap perusahaan harus meningkatkan kinerjanya agar mampu bertahan dalam era globalisasi ini. Untuk meningkatkan kinerja perusahaan maka harus meningkatkan kinerja karyawannya terlebih dahulu, hal ini dikarenakan apabila kinerja karyawan meningkat maka kinerja perusahaannya akan meningkat pula. Penelitian ini berjudul "Pengaruh Reward Dan Disiplin Kerja Terhadap Kepuasan Kerja Dan Dampaknya Pada Kinerja Karyawan Di PT. Graphic Chapter" dengan menggunakan sampel sebanyak 35 responden. Tujuan dari penelitian ini adalah untuk menguji dan menganalisis pengaruh reward dan disiplin kerja terhadap kepuasan kerja dan dampaknya pada kinerja karyawan. Dengan menggunakan *Path Analysis* / Analisis jalur diperoleh persamaan sub Struktur 1 yaitu  $Z = 0,541 X_1 + 0,653 X_2 + 0,44 \epsilon_1$  dan koefisien determinasi sebesar 80,6 %. Sedangkan persamaan Sub Struktur 2 yaitu  $Y = 0,44 X_1 + 0,727 X_2 + 0,658 Z + 0,414 \epsilon_2$  dan koefisien determinasi sebesar 82,8 %. Hasil penelitian ini adalah: 1) Reward berpengaruh signifikan terhadap kepuasan kerja karyawan di PT. Graphic Chapter. 2) Disiplin kerja berpengaruh signifikan terhadap kepuasan kerja karyawan di PT. Graphic Chapter. 3) Reward berpengaruh signifikan terhadap kinerja karyawan karyawan di PT. Graphic Chapter. 4) Disiplin kerja berpengaruh signifikan terhadap kinerja karyawan karyawan di PT. Graphic Chapter. 5) Kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan karyawan di PT. Graphic Chapter. 6) Reward berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja karyawan di PT. Graphic Chapter. 7) Disiplin kerja berpengaruh signifikan terhadap kinerja karyawan melalui kepuasan kerja karyawan di PT. Graphic Chapter.

**Kata Kunci : Reward, Disiplin Kerja, Kepuasan Kerja, Kinerja Karyawan**

## ABSTRACT

### THE EFFECT OF WORK PRIZES AND DISCIPLINE ON EMPLOYEE SATISFACTION AND ITS IMPACT ON EMPLOYEE PERFORMANCE IN PT. GRAPHIC CHAPTER SURABAYA

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Business competition makes every company must improve its performance to be able to survive in this globalization era. To improve company performance, it must improve the performance of its employees first, this is because if the employee's performance increases, the company's performance will also increase. This study is entitled "The Effect of Work Reward and Discipline on Job Satisfaction and Its Impact on Employee Performance at PT. Graphic Chapter" by using a sample of 35 respondents. The purpose of this study is to examine and analyze the effect of reward and work discipline on job satisfaction and impact on employee performance. By using Path Analysis / path analysis obtained sub Structure 1 equation, namely  $Z = 0.541 X_1 + 0.653 X_2 + 0.44 \epsilon_1$  and the coefficient of determination of 80.6%. While the Sub Structure 2 equation is  $Y = 0.44 X_1 + 0.727 X_2 + 0.658 Z + 0.414 \epsilon_2$  and the coefficient of determination is 82.8%. The results of this study are: 1) Reward has a significant effect on employee job satisfaction at PT. Graphic Chapter. 2) Work discipline has a significant effect on job satisfaction of employees at PT. Graphic Chapter. 3) Reward has a significant effect on the performance of employees at PT. Graphic Chapter. 4) Work discipline has a significant effect on employee performance at PT. Graphic Chapter. 5) Job satisfaction has a significant effect on the performance of employees at PT. Graphic Chapter. 6) Reward has a significant effect on employee performance through employee job satisfaction at PT. Graphic Chapter. 7) Work discipline has a significant effect on employee performance through employee job satisfaction at PT. Graphic Chapter Surabaya.

**Keywords: Reward, Work Discipline, Job Satisfaction, Employee Performance.**

