

ABSTRAK

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh Kompensasi terhadap Kinerja Karyawan di perusahaan PT. Alu Makro Korea Surabaya, (2) Pengaruh Lingkungan Kerja terhadap Kinerja Karyawan di perusahaan PT. Alu Makro Korea Surabaya, (3) Pengaruh Disiplin Kerja terhadap Kinerja Karyawan di perusahaan PT. Alu Makro Korea Surabaya dan (4) pengaruh Kompensasi, Lingkungan Kerja dan Disiplin Kerja terhadap Kinerja Karyawan di perusahaan PT. Alu Makro Korea Surabaya. Jenis penelitian ini merupakan penelitian survei dengan pendekatan kuantitatif. Populasi dalam penelitian ini adalah karyawan di PT. Alu Makro Korea Surabaya. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik sampling jenuh merupakan teknik penentuan sampel bila semua anggota populasi digunakan sebagai sampel sehingga diperoleh jumlah sampel sebanyak 50 orang. Teknik pengumpulan data menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data yang digunakan adalah regresi linier berganda. Hasil penelitian ini menunjukkan bahwa: (1) Kompensasi berpengaruh positif dan signifikan terhadap Kinerja Karyawan, (2) Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, (3) Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan, dan (4) Pengaruh Kompensasi, Lingkungan Kerja dan Disiplin Kerja secara simultan berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Teknik analisis yang digunakan adalah Analisis regresi linier berganda untuk mengetahui kausalitas antar variabel yang dianalisis.

Kata Kunci : Kompensasi, Lingkungan Kerja, Disiplin Kerja, Kinerja Karyawan.

ABSTRACT

This study aims to determine: (1) the effect of compensation on employee performance in the company PT. Alu Makro Korea Surabaya, (2) Influence of Work Environment on Employee Performance at PT. Alu Makro Korea Surabaya, (3) The Effect of Work Discipline on Employee Performance at PT. Alu Makro Korea Surabaya and (4) the effect of Compensation, Work Environment and Work Discipline on Employee Performance at PT. Alu Macro Korea Surabaya. This type of research is a survey research with a quantitative approach. The population in this study were employees at PT. Alu Macro Korea Surabaya. The sampling technique in this study using a saturated sampling technique is a sampling technique when all members of the population are used as samples so that a total sample of 50 people is obtained. Data collection techniques using a questionnaire that has been tested for validity and reliability. The data analysis technique used is multiple linear regression. The results of this study indicate that: (1) Compensation has a positive and significant effect on employee performance, (2) the work environment has a positive and significant effect on employee performance, (3) work discipline has a positive and significant effect on employee performance, and (4) the effect of compensation , Work Environment and Work Discipline simultaneously have a positive and significant effect on Employee Performance. The analytical technique used is multiple linear regression analysis to determine causality between the variables analyzed.

Keywords: Compensation, Work Environment, Work Discipline, Employee Performance.