

ABSTRAK

Penelitian ini dilakukan di PDAM Delta Tirta Sidoarjo, Sub Bagian Kepegawaian dengan tujuan untuk (1) mengetahui pengaruh disiplin kerja, lingkungan kerja dan kompensasi secara parsial terhadap kinerja karyawan PDAM Delta Tirta Sidoarjo, Sub Bagian kepegawaian, (2) mengetahui pengaruh disiplin kerja, lingkungan kerja dan kompensasi secara simultan terhadap kinerja karyawan PDAM Delta Tirta Sidoarjo, Sub Bagian Kepegawaian, (3) mengetahui diantara variabel disiplin kerja, lingkungan kerja dan kompensasi, variabel mana yang berpengaruh dominan terhadap kinerja karyawan PDAM Delta Tirta Sidoarjo, Sub Bagian Kepegawaian. Sampel dalam penelitian ini sebanyak 35 orang. Teknik pengambilan sampel menggunakan sampel jenuh atau total sampel. Sedangkan teknik pengumpulan data menggunakan kuisioner dengan skala Likert; dan metode analisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan (1) disiplin kerja, lingkungan kerja dan kompensasi berpengaruh secara parsial terhadap kinerja karyawan PDAM Delta Tirta Sidoarjo, Sub Bagian Kepegawaian, (2) disiplin kerja, lingkungan kerja dan kompensasi berpengaruh secara simultan terhadap kinerja karyawan PDAM Delta Tirta Sidoarjo, Sub Bagian Kepegawaian, (3) disiplin kerja berpengaruh dominan terhadap kinerja karyawan PDAM Delta Tirta Sidoarjo, Sub Bagian Kepegawaian

Kata kunci : disiplin kerja, lingkungan kerja, kompensasi, kinerja karyawan.

ABSTRACT

This research was conducted at PDAM Delta Tirta Sidoarjo, Sub-Division of Personnel with the aim of (1) knowing the effect of work discipline, work environment and partial compensation on the performance of employees of PDAM Delta Tirta Sidoarjo, Sub-Division of Personnel, (2) knowing the effect of work discipline, environment Simultaneous work and compensation on the performance of PDAM Delta Tirta Sidoarjo employees, Sub-Division of Personnel, (3) knowing between the variables of work discipline, work environment and compensation, which variables have a dominant effect on the performance of PDAM Delta Tirta Sidoarjo employees, Sub-Division of Personnel. The sample in this study were 35 people. The sampling technique uses a saturated sample or a total sample. Meanwhile, the data collection technique used a questionnaire with a Likert scale; and the method of analysis using multiple linear regression analysis. The results showed that (1) work discipline, work environment and compensation had a partial effect on the performance of PDAM Delta Tirta Sidoarjo employees, Sub Division of Personnel, (2) work discipline, work environment and compensation had a simultaneous effect on employee performance of PDAM Delta Tirta Sidoarjo, Sub Personnel Section, (3) work discipline has a dominant effect on the performance of PDAM Delta Tirta Sidoarjo employees, Personnel Sub Division

Keywords: work discipline, work environment, compensation, employee performance