

## ABSTRAK

Penelitian ini dilakukan di PT. *Suntory Garuda Beverage* Sidoarjo, dengan tujuan (1.) Untuk menganalisa dan menguji pengaruh Kepuasan Kerja Secara Parsial Pada Kinerja Karyawan *Outsourcing* Di PT. *Suntory Garuda Beverage* Sidoarjo. (2.) Untuk menganalisa dan menguji pengaruh Motivasi Secara Parsial Pada Kinerja Karyawan *Outsourcing* Di PT. *Suntory Garuda Beverage* Sidoarjo. (3.) Untuk menganalisa dan menguji pengaruh Disiplin Kerja berpengaruh Secara Parsial Pada Kinerja Karyawan *Outsourcing* Di PT. *Suntory Garuda Beverage* Sidoarjo. (4.) Untuk menganalisa dan menguji pengaruh Supervisi Secara Parsial Pada Kinerja Karyawan *Outsourcing* Di PT. *Suntory Garuda Beverage* Sidoarjo.

Dan hasil penelitian ini adalah (1.) Berdasarkan hasil hitung koefisien regresi diatas, secara parsial Kepuasan Kerja berpengaruh signifikan positif pada kinerja karyawan *Outsourcing* PT. *Suntory Garuda Beverage* Sidoarjo. (2.) Berdasarkan hasil hitung koefisien regresi diatas, secara parsial Motivasi berpengaruh signifikan positif pada kinerja karyawan *Outsourcing* PT. *Suntory Garuda Beverage* Sidoarjo. (3.) Berdasarkan hasil hitung koefisien regresi diatas, secara parsial Disiplin Kerja berpengaruh signifikan positif pada kinerja karyawan *Outsourcing* PT. *Suntory Garuda Beverage* Sidoarjo. (4.) Berdasarkan hasil hitung koefisien regresi diatas, secara parsial Supervisi berpengaruh signifikan positif pada kinerja karyawan *Outsourcing* PT. *Suntory Garuda Beverage* Sidoarjo. (5.) Berdasarkan hasil hitung koefisien regresi diatas, secara simultan Kepuasan Kerja, Motivasi, Disiplin Kerja dan Supervisi berpengaruh signifikan positif pada kinerja karyawan *Outsourcing* PT. *Suntory Garuda Beverage* Sidoarjo. (6.) Berdasarkan hasil hitung koefisien regresi diatas, Variabel Motivasi mempunyai nilai beta yang paling tinggi diantara variabel-variabel bebas lainnya.

Yang artinya Motivasi adalah variabel yang paling dominan tingkat pengaruhnya pada kinerja karyawan *Outsourcing* PT. *Suntory Garuda Beverage* Sidoarjo.

Kata kunci : Kepuasan, Motivasi, Disiplin Kerja, Supervisi dan Kinerja.

## ABSTRACT

*This research was conducted at PT. Suntory Garuda Beverage Sidoarjo, with the aim of (1) To analyze and test the effect of Partial Job Satisfaction on Employee Performance Outsourcing at PT. Suntory Garuda Beverage Sidoarjo. (2) To analyze and test the influence of Partial Motivation on Employee Performance Outsourcing at PT. Suntory Garuda Beverage Sidoarjo. (3) To analyze and test the effect of Work Discipline partially influencing the Outsourcing Employee Performance at PT. Suntory Garuda Beverage Sidoarjo. (4) To analyze and test the effect of Partial Supervision on Employee Performance Outsourcing at PT. Suntory Garuda Beverage Sidoarjo.*

*And the results of this study are (1) Based on the results of the calculation of the regression coefficient above, partially Job Satisfaction has a significant positive effect on the performance of employees of PT. Suntory Garuda Beverage Sidoarjo. (2) Based on the results of the calculation of the regression coefficient above, partially Motivation has a significant positive effect on the Performance of the employees of PT. Suntory Garuda Beverage Sidoarjo. (3) Based on the results of the calculation of the regression coefficient above, partially work discipline has a positive significant effect on the employee performance of PT. Suntory Garuda Beverage Sidoarjo. (4) Based on the results of the calculation of the regression coefficient above, partially supervision has a significant positive effect on the performance of the employees of PT. Suntory Garuda Beverage Sidoarjo. (5) Based on the results of the regression coefficient above, simultaneously Job Satisfaction, Motivation, Work Discipline and Supervision have a significant positive effect on the employee performance*

*of PT. Suntory Garuda Beverage Sidoarjo. (6) Based on the results of the regression coefficient above, the motivation variable has the highest beta value among other independent variables, which means that motivation is the variable with the most dominant level of influence on the performance of the employees of PT. Suntory Garuda Beverage Sidoarjo.*

*Keywords: Satisfaction, Work Motivation, Work Discipline, Supervision and Performance*