

ABSTRAK

Judul Penelitian Pengaruh Disiplin Kerja Insentif Terhadap Motivasi Yang Berdampak Pada Kinerja Karyawan Di PT. Lastana Express Surabaya.

Pada penelitian ini dirumuskan masalah sebagai berikut : (1) Apakah Disiplin Kerja berpengaruh terhadap Kinerja Karyawan di PT. Lastana Express Surabaya?; (2) Apakah Insentif berpengaruh terhadap Kinerja Karyawan di PT, Lastana Express Surabaya?; (3) Apakah Motivasi berpengaruh terhadap Kinerja Karyawan di PT. Lastana Express Surabaya?; (4) Apakah Disiplin Kerja berpengaruh terhadap Motivasi di PT, Lastana Express Surabaya?; (5) Apakah Insentif berpengaruh terhadap Motivasi di PT, Lastana Express Surabaya?; (6) Apakah Disiplin Kerja berpengaruh terhadap Kinerja Karyawan melalui Motivasi di PT. Lastana Express Surabaya?; (7) Apakah Insentif berpengaruh terhadap Kinerja Karyawan melalui Motivasi di PT. Lastana Express Surabaya?.

Untuk menjawab permasalahan diatas digunakan metode penelitian berikut : (1) Lokasi penelitian dilakukan di PT. Lastana Express Surabaya (2) Penelitian ini merupakan penelitian deskriptif analisis kuantitatif dengan jumlah sampel 75. Pengambilan sampel sesuai dengan teori (Sugiyono : 2009); (3) Identifikasi variabel yaitu untuk dependen variabel (Y) Kinerja Karyawan, dan independen variabel (X) terdiri dari Disiplin Kerja, Insentif, sedangkan intervening variabel (Z) terdiri dari Motivasi; (4) Skala pengukuran menggunakan skala Likert; dan (5) Metode analisis menggunakan path analisis atau disebut dengan analisa jalur.

Adapun hasil penelitian adalah sebagai berikut (1) Disiplin Kerja (X1), Insentif (X2) berpengaruh secara signifikan terhadap Kinerja Karyawan PT. Lastana Express Surabaya; (2) Motivasi (Z) berpengaruh secara signifikan terhadap Kinerja Karyawan PT. Lastana Express Surabaya; (3) Disiplin Kerja (X1), Insentif (X2) berpengaruh secara signifikan terhadap Motivasi (Z) PT. Lastana Express Surabaya; (4) Disiplin Kerja (X1), Insentif (X2) berpengaruh tidak signifikan terhadap Kinerja Karyawan (Y) melalui Motivasi (Z) PT. Lastana Express Surabaya.

Kata-kata kunci : disiplin kerja, insentif, motivasi, kinerja karyawan.

ABSTRACT

Title Research Influence Discipline Work Incentives On Motivation That Affects Employee Performance At PT. Lastana Express Surabaya.

In this study formulated problems as follows: (1) Is Work Discipline Orientation to Employee Performance at PT. Lastana Express Surabaya?; (2) What is Employee Performance Incentive in PT, Lastana Express Surabaya ?; (3) Does Motivation Affect Employee Performance at PT. Lastana Express Surabaya?; (4) What is Work Discipline for Motivation in PT, Lastana Express Surabaya ?; (5) What is Incentive to Motivation in PT, Lastana Express Surabaya ?; (6) What is Work Discipline on Employee Performance through Motivation in PT. Lastana Express Surabaya?; (7) What is the Incentive of mutation to Employee Performance through Motivation in PT. Lastana Express Surabaya ?.

To answer the question above is used the following methods: (1) The location of research conducted at PT. Lastana Express Surabaya (2) This research is descriptive research of quantitative analysis with number of sample 75. Sampling according to theory (Sugiyono: 2009); (3) the dependent variable for the dependent variable (Y) Employee Performance, and the independent variable (X) consists of. (4) Scale results using Likert scale; and (5) the analytical method using an analytical path or.

As the results of research are as follows (1) Work Discipline (X1), Incentive (X2) is very significant to Employee Performance PT. Lastana Express Surabaya; (2) Motivation (Z) very significant to Employee Performance PT. Lastana Express Surabaya; (3) Work Discipline (X1), Incentive (X2) significantly to Motivation (Z) PT.Lastana Express Surabaya; (4) Work Discipline (X1), Incentive (X2) is not significant to Employee Performance (Y) through Motivation (Z) PT. Lastana Express Surabaya.

Keywords: work discipline, incentives, motivation, employee performance.