

ABSTRAK

PENGARUH MOTIVASI, DISIPLIN KERJA DAN KOMPENSASI TERHADAP KINERJA KARYAWAN PT SINAR JERNIH SUKSESINDO

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Penelitian ini bertujuan mengetahui pengaruh motivasi terhadap kinerja karyawan pada PT Sinar Jernih Suksesindo, mengetahui pengaruh disiplin kerja terhadap kinerja karyawan pada PT Sinar Jernih Suksesindo, mengetahui pengaruh kompensasi terhadap kinerja karyawan pada PT Sinar Jernih Suksesindo serta mengetahui pengaruh motivasi, disiplin kerja dan kompensasi secara simultan terhadap kinerja karyawan pada PT Sinar Jernih Suksesindo. Penelitian ini adalah penelitian kuantitatif deskriptif menggunakan instrumen kuisioner dilakukan dengan jumlah populasi yaitu seluruh karyawan PT Sinar Jernih Suksesindo sebanyak 130 orang dengan teknik *sampling* jenuh sehingga diperoleh sampel sebanyak 130 orang.

Hasil penelitian diperoleh secara parsial nilai koefisien t_{hitung} motivasi adalah 2,769 dan nilai t_{tabel} sebesar 1,978 dimana $t_{hitung} > t_{tabel}$ ($2,769 > 1,978$) nilai $sig < 0,05$ ($0,006 < 0,05$), nilai koefisien t_{hitung} disiplin kerja adalah 9,720 dan nilai t_{tabel} sebesar 1,978, dimana $t_{hitung} > t_{tabel}$ ($9,720 > 1,978$) nilai $sig < 0,05$ ($0,000 < 0,05$), nilai koefisien t_{hitung} kompensasi adalah 9,858 dan nilai t_{tabel} sebesar 1,978 dimana $t_{hitung} > t_{tabel}$ ($9,858 > 1,978$) nilai $sig < 0,05$ ($0,000 < 0,05$). Selanjutnya secara simultan nilai F_{hitung} variabel motivasi, disiplin kerja dan kompensasi adalah 630,480 nilai F_{tabel} sebesar 2,485 dimana $F_{hitung} > F_{tabel}$ ($630,480 > 2,485$) nilai $sig < 0,05$ ($0,000 < 0,05$). Nilai *adjusted R²* yaitu 0,936 atau *adjusted R²* x 100% sebesar 93,60%, artinya variabel bebas penelitian memberikan sumbangsih sangat besar dalam menjelaskan tentang kinerja karyawan sebesar 93,60% sedangkan sisanya 6,40% dipengaruhi oleh faktor-faktor lain.

Kata kunci: motivasi, disiplin kerja, kompensasi, kinerja karyawan

ABSTRACT

THE INFLUENCE OF MOTIVATION, WORK DISCIPLINE AND COMPENSATION ON EMPLOYEE PERFORMANCE OF PT SINAR JERNIH SUKSESINDO

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This study aims to determine the effect of motivation on employee performance at PT Sinar Jernih Suksesindo, determine the effect of work discipline on employee performance at PT Sinar Jernih Suksesindo, determine the effect of compensation on employee performance at PT Sinar Jernih Suksesindo and to know the influence of motivation, work discipline and compensation simultaneously on employee performance at PT Sinar Jernih Suksesindo. This research is descriptive quantitative research using the instrument the questionnaire was conducted with a population that is all employees of PT Sinar Jernih Suksesindo as many as 130 people with saturated sampling technique so that the obtained samples as many as 130 people.

The research results obtained by the partial value of the coefficient of t_{count} motivation is 2,769 and the value of t_{table} of 1,978 where $t_{count} > t_{table}$ ($2,769 > 1,978$) the value of $sig < 0,05$ ($0,006 < 0,05$), the value coefficient t_{count} discipline is 9,720 and the value of t_{table} of 1,978, where $t_{count} > t_{table}$ ($9,720 > 1,978$) the value of $sig < 0,05$ ($0,000 < 0,05$), the value of the coefficient of t_{count} compensation is 9,858 and the value of t_{table} of 1,978 where $t_{count} > t_{table}$ ($9,858 > 1,978$) the value of $sig < 0,05$ ($0,000 < 0,05$). Furthermore, the simultaneous value of F_{count} variable motivation, work discipline and compensation is 630,480 the value of F_{table} of 2,485 where $F_{count} > F_{table}$ ($630,480 > 2,485$) with the value of $sig < 0,05$ ($0,000 < 0,05$). The value of adjusted R^2 that is 0,936 or adjusted $R^2 \times 100\%$ of 93,60%, meaning that the independent variables of the research contribute very great in explaining about the performance of employees by 93,60% while the rest 6,40% influenced by other factors.

Keywords: *motivation, work discipline, compensation, employee performance*