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Alfandy Gohan, Hendri Wijaya, Jefica, Jurisman Simanjorang
Fakultas Ekonomi, Universitas Prima Indonesia, Indonesia

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**PENGARUH KOMUNIKASI, DISIPLIN KERJA DAN KOMPENSASI
TERHADAP PENINGKATAN KINERJA KARYAWAN DI PT. SENTOSA
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***THE EFFECT OF COMMUNICATION, WORK DISCIPLINE AND
COMPENSATION ON IMPROVING EMPLOYEE PERFORMANCE AT PT.
SENTOSA PLASTIK***

Alfandy Gohan¹, Hendri Wijaya², Jefica³, Jurisman Simanjourang⁴

Fakultas Ekonomi, Universitas Prima Indonesia, Medan
jur.manjourang@yahoo.com

ABSTRAK

Penelitian ini bertujuan agar dapat melihat komunikasi, disiplin kerja dan kompensasi terhadap peningkatan kinerja karyawan di PT. Sentosa Plastik. Penelitian ini bersifat deskriptif kuantitatif. Pengambilan sampel sejumlah 30 orang dari total populasi sejumlah 78 orang. Variabel bebasnya meliputi komunikasi (X_1), disiplin kerja (X_2), dan kompensasi (X_3), sementara variabel terikatnya yakni kinerja karyawan (Y). Data penelitian ini dianalisa menggunakan pengujian regresi linier berganda. Hasil penelitiannya membuktikan bahwasanya komunikasi, disiplin kerja, dan kompensasi, semua mempengaruhi signifikan kinerja karyawan parsial dan simultan pada PT. Sentosa Plastik. Ditemukan hasil penelitiannya bahwa variabel komunikasi, disiplin kerja, dan kompensasi menerangkan dampaknya pada kinerja karyawan pada PT. Sentosa Plastik senilai 43,6%, tersisa 56,4% divariasi oleh faktor lain yang tidak diteliti misalnya kepemimpinan, motivasi, pelatihan dan sebagainya.

Kata Kunci: *komunikasi, disiplin kerja, kompensasi, dan kinerja*

ABSTRACT

The purpose of this study was to determine communication, work discipline and compensation on improving employee performance at PT. Sentosa Plastik. The research is descriptive quantitative. The population in this study was 78 people, so that a sample of 30 people was taken. The independent variables consist of communication (X_1), work discipline (X_2), and compensation (X_3), while the dependent variable is employee performance (Y). The data in this study were analyzed by multiple linear regression test. The results of the study revealed that communication, work discipline, and compensation all had a significant impact on employees performance partially and simultaneously at PT. Sentosa Plastik. The results showed that the variables of communication, work discipline, and compensation explained their effect on employee performance at PT. Sentosa Plastik is 43.6%, the remaining 56.4% is varied by factors other things that are not researched such as leadership, motivation, training and so on.

Keywords: communication, work discipline, compensation, and performance