

**ABSTRAK**  
**PENGARUH DISIPLIN KERJA, KEPUASAN KERJA DAN**  
**PENGAWASAN KERJA TERHADAP KINERJA**  
**KARYAWANPADA PT MAKMUR ABADI RAYA**

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The purpose of this study is to examine and analyze the effect of Work Discipline, Job Satisfaction and Work Supervision on employee performance at PT Makmur Abadi Raya. Low employee performance can be seen from not achieving the company's targets due to low work discipline, low job satisfaction and supervision that has not gone well. The population and sample in this study amounted to 63 employees. The research method uses multiple linear regression analysis techniques. The calculation result of hypothesis testing is partially obtained  $t_{count} > t_{table}$  or  $2,875 > 2,001$  and significantly obtained  $0.006 < 0.05$ , meaning that partially Work Discipline has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The results of calculation of hypothesis testing partially obtained  $t_{count} > t_{table}$  or  $2.024 > 2.001$  and obtained significant  $0.048 < 0.05$ , meaning partially Job Satisfaction has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The results of the calculation of the partial hypothesis testing obtained  $t_{count} > t_{table}$  or  $2.006 > 2.001$  and the significant value obtained was  $0.049 < 0.05$ , meaning that partially Work Supervision has a positive and significant effect on employee performance at PT Makmur Abadi Raya. The test results obtained by the value of F count ( $11.051 > F$  table ( $2.76$ )) and a significance probability of  $0.000 < 0.05$ , meaning that  $H_0$  is rejected and  $H_a$  is accepted, namely that simultaneously Work Discipline, Job Satisfaction and Work Supervision have a positive and significant effect on performance. employees at PT Makmur Abadi Raya. The conclusions in this study indicate that partially and simultaneously Work Discipline, Job Satisfaction and Work Supervision have a positive and significant effect on employee performance at PT Makmur Abadi Raya.

**Keywords: Work Discipline, Job Satisfaction, Work Supervision, Employee Performance**