



Acceptance Letter

Dear Author(S): Reny Vera, Widya Natalia, Kelvin, Lia Valensia, Ina Namora Putri Siregar

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This is to enlighten you that above manuscript appraised by the proficient and it is **accepted** by the Board of Referees (BoR) of 'Institute Of Compute Science (IOCS)' for publication in the '**Jurnal Mantik**' that will publish at **Volume-4 Issue-2, Augustus 2020** in Regular Issue on **10 Augustus 2020**. It will be available live at <https://iocscience.org/ejournal/index.php/mantik/issue/view/59>

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Finally, the team of Mantik and IOCS would like to further extend congratulations to you.

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ABSTRAK

PENGARUH DISIPLIN KERJA, MOTIVASI SERTA KOMPENSASI TERHADAP KINERJA KARYAWAN PT. ALFA SCORPII

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Penelitian ini untuk mengetahui pengaruh disiplin kerja, motivasi dan kompensasi terhadap kinerja karyawan. Lokasi penelitian berada di PT. Alfa Scorpii. Populasi penelitian berjumlah 130 karyawan. Sampel penelitian dipilih dengan simple random sampling, jumlah karyawan yang menjadi sampel adalah 98 karyawan. Jenis penelitian ini adalah kuantitatif dengan metode survey. Pengumpulan data menggunakan kuesioner. Sebelum kuesioner dibagikan kepada karyawan yang menjadi sampel, dilakukan uji validitas dan uji reliabilitas. Teknik analisis data menggunakan regresi linear berganda. Hasil penelitian memperlihatkan bahwa (1) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (2) motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, (3) kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, (4) disiplin kerja, motivasi, dan kompensasi berpengaruh secara simultan terhadap kinerja karyawan.

Kata kunci: Disiplin Kerja, Motivasi, Kompensasi, Kinerja Karyawan

ABSTRACT

THE EFFECT OF WORK DISICIPLINE, MOTIVATION AND COMPENSATION ON EMPLOYEE PERFORMANCE AT PT. ALFA SCORPII

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The purpose of this research is to know the effect of work discipline, motivation and compensation on employee performance. The research location at PT. Alfa Scorpii. The population of this research is 130 employees. Simple random sampling is used to choose 98 employees. This type of research is quantitative with survey methods. Data collection using questionnaires. Before the questionnaire was distributed to the sample employees, a validity test and a reliability test were conducted. Data analysis techniques used multiple linear regression. The results showed that (1) work discipline had a positive and significant effect on employee performance, (2) motivation had a positive and significant effect on employee performance, (3) compensation had a positive and significant effect on employee performance, (4) work discipline, motivation, and compensation simultaneously affect employee performance.

Keywords: Work Discipline, Motivation, Compensation, Employee Performance