

ABSTRAK

Arief Aliman. 2016. Pengaruh Motivasi, Kepuasan Kerja, Disiplin Kerja dan Komitmen Organisasi Terhadap Kinerja Karyawan PT Dumas Tanjung Perak Shipyard Surabaya, dibawah bimbingan Dr. Muhammad Alkirom Wildan, SE, MSi dan Dr. Pribanus Wantara, Drs.,MM

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja, kepuasan kerja, disiplin kerja dan komitmen organisasi baik secara simultan maupun parsial terhadap kinerja karyawan di PT Dumas Tanjung Perak Surabaya. Populasi dalam penelitian ini sebanyak 400 karyawan dengan sampel 80 responden, dengan tehnik pengambilan sampel menggunakan simple random sampling. Metode yang dipergunakan dalam penelitian menggunakan regresi linier berganda dengan menggunakan SPSS 23 for windows Berdasarkan hasil analisis regresi linier berganda maka didapatkan hasil bahwa variabel motivasi (X_1) berpengaruh terhadap variabel kinerja karyawan di PT Dumas Tanjung Perak Shipyard Surabaya sebesar 0,0026. Untuk variabel kepuasan (X_2) berpengaruh terhadap variabel kinerja karyawan di PT Dumas Tanjung Perak Shipyard Surabaya sebesar 0,0228 dan variabel disiplin (X_3) berpengaruh terhadap variabel kinerja karyawan di PT Dumas Tanjung Perak Shipyard Surabaya sebesar 0.0001 dan variabel komitmen organisasi (X_4) berpengaruh terhadap kinerja karyawan di PT Dumas Tanjung Perak Shipyard Surabaya sebesar 0,0000. Secara simultan hasil penelitian menunjukkan bahwa motivasi, kepuasan, disiplin dan komitmen organisasi berpengaruh terhadap kinerja 75.2% (sedangkan sisanya sebesar 24,8% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini). Dari hasil penelitian ini, diharapkan pihak manajemen dapat meningkatkan kinerja karyawan di PT Dumas Tanjung Perak Shipyard Surabaya dengan melakukan perubahan di semua aspek baik dari motivasi, kepuasan, disiplin dan komitmen organisasi.

Kata kunci: Motivasi, Kepuasan, Disiplin, Komitmen dan Kinerja

ABSTRACT

Aliman ARIEF 2016. The Influence of Motivation, Job Satisfaction, Work Discipline and Organizational Commitment To The Employee's Performance at PT Dumas Tanjung Perak Shipyard Surabaya, under the guidance Dr. Muhammad Alkirom Wildan SE, MSi and Dr. Pribanus Wantara, Drs., MM

This study aims to determine the effects of work motivation, satisfaction work, work discipline and organizational commitment to performance of employee's performance at PT Dumas Tanjung Perak Surabaya, simultaneously and partially. Population in this study is 400 employees, which using simple random sampling techniques were got 80 respondents.

Then, using multiple linear regression with SPSS 23 for windows, the results showed that the motivation (X_1) effects the employee's performance at PT Dumas Surabaya Tanjung Perak Shipyard at 0,0026 Shipyard Surabaya at 0,0228 and the discipline (X_3) effects to the performance of employee's. The satisfaction (X_2) effects to employee's performance at PT Dumas Tanjung Perak performance at PT Dumas Tanjung Perak Shipyard Surabaya at 0,0001. and the organizational commitment (X_4) effects on the employee's performance at PT Dumas Surabaya Tanjung Perak Shipyard at 0,0000. Simultaneously, the results showed that the motivation, satisfaction, discipline and organizational commitment effect the employee's performance at 75.2% (while the remaining 24.8% effected by other variables that did not examined in this study). Being increased the employee's performance at PT Dumas Tanjung Perak Shipyard Surabaya, the management must make changes in all aspects of motivation, satisfaction, discipline and organizational commitment.

Keywords: Motivation, Satisfaction, Discipline, Commitment and Performance