

ABSTRACT

Mohamad Busariyanto, 160211100098. The Effect of Compensation and Discipline on Employees Performance with Satisfaction as Intervening Variables (Study on MSMEs Cassava Chips, Manding, Sumenep). Under the guidance of Dr. Raden Mas Mochammad Wispandono, SE., MS

This study discusses the compensation, work discipline and job satisfaction and employees performance. This study used quantitative approach, especially path analysis. There are 56 respondents. The purposes of this study were to determine the effect of compensation and work discipline on employees performance through job satisfaction as an intervening variable. Using this analysis, the results showed that compensation and work discipline directly or indirectly have positive and significant effect on employees performance through job satisfaction. 1) Compensation has a positive and significant effect on employees performance by t_{count} is 2.937 > t_{table} is 2.00575, and the significant level is 0.005 < 0.05. 2) Work discipline has a positive and significant effect on employees performance by t_{count} is 2.085 > t_{table} is 2.00575, and the significant level is 0.042 < 0.05. 3) Job satisfaction has a positive and significant effect on employees performance by t_{count} is 3.188 > t_{table} is 2.00575, and the significant level is 0.002 < 0.05. 4) Compensation has a positive and the significant effect on job satisfaction by t_{count} is 6.653 > t_{table} is 2.004, and the significant level is 0.000 < 0.05. 5) Work discipline has a positive and significant effect on job satisfaction by t_{count} is 4.446 > t_{table} is 2.004 and the significant level is 0.042 < 0.05. Then, it found that compensation has a positive and significant effect on employees performance through job satisfaction with the coefficient of indirect effect is 0.230466 and t_{count} is 2.203434 > t_{table} is 2.004, and the significance level is 0.05; work discipline has a positive and significant effect on employees performance through job satisfaction that the indirect effect coefficient is 0.159595 and t_{count} is 2.117234 > t_{table} is 2.004 and the significant level is 0.05.

Keywords: Compensation, Work Discipline, Job Satisfaction, and Employees Performance.

ABSTRAK

Mohamad Busariyanto, 160211100098. Pengaruh Kompensasi dan Disiplin Kerja terhadap Kinerja Karyawan dengan Kepuasan sebagai Variabel Intervening (Studi Pada UMKM Keripik Singkong, Manding, Sumenep) Bimbingan Bapak Dr. Raden Mas Mochammad Wispandono, SE., MS

Penelitian ini membahas kompensasi, disiplin kerja, kepuasan kerja dan kinerja karyawan. Penelitian menggunakan pendekatan kuantitatif, dengan analisis jalur. Dengan jumlah responden 56. Tujuan penelitian ini adalah untuk menguji pengaruh kompensasi dan disiplin kerja terhadap kinerja karyawan melalui kepuasan kerja sebagai variabel intervening. Berdasarkan hasil analisis, menunjukkan bahwa kompensasi dan disiplin kerja berpengaruh secara langsung maupun tidak langsung terhadap kinerja karyawan melalui kepuasan kerja. 1) Kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan nilai t_{hitung} sebesar $2,937 > t_{tabel} 2,00575$ dan tingkat signifikansi $0,005 < 0,05$. 2) Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan nilai t_{hitung} sebesar $2,085 > t_{tabel} 2,00575$ dan tingkat signifikansi $0,042 < 0,05$. 3) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan nilai t_{hitung} sebesar $3,188 > t_{tabel} 2,00575$ dan tingkat signifikansi $0,002 < 0,05$. 4) Kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja nilai t_{hitung} sebesar $6.653 > t_{tabel} 2,004$ dan tingkat signifikansi $0,000 < 0,05$. 5) Disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja nilai t_{hitung} sebesar $4,446 > t_{tabel} 2,004$ dan tingkat signifikansi $0,042 < 0,05$. Sedangkan pengaruh mediasi kompensasi positif dan signifikan terhadap kinerja melalui kepuasan dengan nilai koefisien pengaruh tidak langsung sebesar $0,230466$ dan nilai $t_{hitung} 2,203434 > t_{tabel} 2,004$ dan tingkat signifikansi $0,05$. Pengaruh mediasi disiplin kerja positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja nilai koefisien pengaruh tidak langsung $0,159595$ dan nilai $t_{hitung} 2,117234 > t_{tabel} 2,004$ dan tingkat signifikansi $0,05$.

Kata Kunci: Kompensasi, Disiplin Kerja, Kepuasan Kerja dan Kinerja Karyawan.