

ABSTRAK

Zainal Abidin, Pengaruh Disiplin Kerja, Motivasi, dan Kompensasi Terhadap Kinerja Karyawan PT. Telekomunikasi Indonesia Cabang Kapasan Surabaya. Dibawah Bimbingan Bapak

Organisasi yang efektif dan berhasil harus dibekali dengan adanya sumber daya manusia yang berkualitas. Karyawan merupakan sumber daya manusia yang sangat penting dalam kegiatan organisasi karena mereka memiliki pengetahuan dan kemampuan yang dapat mendukung untuk mencapai kinerja yang baik. Tujuan penelitian ini untuk mengetahui pengaruh disiplin kerja, motivasi, dan kompensasi terhadap kinerja karyawan PT. Telekomunikasi Indonesia cabang Kapasan Surabaya baik secara parsial maupun simutan serta variabel bebas yang paling berpengaruh dominan terhadap kinerja karyawan. Penelitian ini menggunakan metode kuantitatif dimana populasinya adalah seluruh karyawan PT. Telekomunikasi Indonesia cabang Kapasan Surabaya sebanyak 133 karyawan, dengan teknik pengambilan sampel menggunakan *proportionate random sampling* dengan sampel sebanyak 58 responden. Metode pengumpulan data menggunakan kuesioner serta teknik analisis data menggunakan regresi linier berganda. Hasil dari penelitian ini adalah: (1) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Telekomunikasi Indonesia Cabang Kapasan Surabaya; (2) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Telekomunikasi Indonesia cabang Kapasan Surabaya; (3) kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Telekomunikasi Indonesia cabang Kapasan Surabaya; (4) disiplin kerja, motivasi kerja dan kompensasi berpengaruh positif dan signifikan secara bersama-sama terhadap kinerja karyawan PT. Telekomunikasi Indonesia cabang Kapasan Surabaya; (5) Kompensasi berpengaruh paling dominan terhadap kinerja karyawan PT. Telekomunikasi Indonesia cabang Kapasan Surabaya.

Kata Kunci: Disiplin kerja, Motivasi, Kompensasi, Kinerja.

ABSTRACT

The Effect of Work Discipline, Motivation, and Compensation on Employee Performance at PT. Telecommunications Indonesia Kapasan Surabaya Branch. Under the guidance of Mr.

The effective and successful organization must be equipped with quality human resources. Employees are very important human resources in organizational activities because they have the knowledge and abilities that can support them to achieve good performance. The purpose of this study was to determine the effect of work discipline, motivation, and compensation on the performance of employees of PT. Telecommunications Indonesia Kapasan Surabaya branch either partially or simultaneously and the independent variable which has the most dominant influence on employee performance. This study uses quantitative methods where the population is all employees of PT. Telecommunications Indonesia Kapasan Surabaya branch as many as 133 employees, with a sampling technique using proportionate random sampling with a sample of 58 respondents. Data collection methods using questionnaires and data analysis techniques using multiple linear regression. The results of this study are: (1) work discipline has a positive and significant effect on the performance of employees of PT. Telecommunications Indonesia Kapasan Surabaya Branch; (2) work motivation has a positive and significant effect on the performance of employees of PT. Telecommunications Indonesia Kapasan Surabaya branch; (3) compensation has a positive and significant effect on the performance of employees of PT. Telecommunications Indonesia Kapasan Surabaya branch; (4) work discipline, work motivation and compensation have a positive and significant effect together on the performance of employees of PT. Telecommunications Indonesia Kapasan Surabaya branch; (5) Compensation has the most dominant effect on the performance of employees of PT. Telecommunications Indonesia Kapasan Surabaya branch.

Keywords: *Work Discipline, Motivation, Compensation, Performance.*

