

ABSTRAK

Amelia Nurfazrina, 2019. Pengaruh Kompensasi Dan Disiplin Kerja Terhadap Kinerja Karyawan pada PT. Matahari Department Store Karawang. Skripsi Program Studi Manajemen Fakultas Bisnis Dan Ilmu Sosial Universitas Buana Perjuangan Karawang.

Skripsi ini diharapkan dapat memberikan sumbangan bagi pengembangan ilmu khususnya manajemen dan manajemen sumber daya manusia, kompensasi, disiplin kerja dan kinerja karyawan.

Metode yang digunakan dalam penelitian ini yaitu metode deskriptif dan verifikatif yaitu mengumpulkan, menyajikan, menganalisis dan melakukan pengujian hipotesis, serta membuat kesimpulan dan saran. Sampel dikumpulkan dengan metode *Sample Random Sampling* dengan jumlah sample sebanyak 104 responden dari populasi 140 orang. Teknik analisis data yang digunakan yaitu teknik analisis rentang skala dan analisis jalur dengan bantuan *Method Of Successive Interval* (MSI), program komputer *Microsoft Excell* 2010 dan SPSS versi 23.

Hasil penelitian ini diperoleh beberapa kesimpulan yaitu bahwa kompensasi yang diterima pada karyawan PT Matahari Department Store Karawang berdasarkan hasil analisis indikator-indikator menunjukkan skor rata-rata 402 yang berada pada garis rentang skala setuju, disiplin kerja yang ada pada karyawan PT Matahari Department Store Karawang berdasarkan hasil analisis indikator-indikator menunjukkan skor rata-rata 401 yang berada pada garis rentang skala setuju, kinerja yang ada pada karyawan PT Matahari Department Store Karawang berdasarkan hasil analisis indikator-indikator menunjukkan skor rata-rata 402 yang berada pada garis rentang skala setuju.

Terdapat hubungan yang cukup kuat antara kompensasi dan disiplin kerja, hal ini dilihat dari nilai analisis korelasi sebesar 0,456. Terdapat pengaruh kompensasi secara parsial terhadap kinerja karyawan sebesar 27,8% dan terdapat pengaruh disiplin kerja secara parsial terhadap kinerja karyawan sebesar 19%. Adapun untuk pengaruh kompensasi dan disiplin kerja secara simultan terhadap kinerja karyawan PT Matahari Department Store Karawang sebesar 46,8%, sedangkan sisanya 53,2% merupakan kontribusi variabel lain (ϵ) yang tidak diteliti dalam penelitian ini.

Kata Kunci : Kompensasi, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

Amelia Nurfazrina 15416261201070 The Effect of Compensation and Work Discipline on Employee Performance at PT. Matahari Department Store Karawang. Thesis Program in Management Studies, Faculty of Business and Social Sciences, University of Buana Perjuangan Karawang.

This thesis is expected to contribute to the development of science, especially management and management of human resources, compensation, work discipline and employee performance.

The method used in this research is descriptive and verification method that is collecting, presenting, analyzing and testing hypotheses, and making conclusions and suggestions. Samples were collected by the Sample Random Sampling method with a total sample of 104 respondents from a population of 140 people. The data analysis techniques used are range scale analysis techniques and path analysis with the help of Method Of Successive Interval (MSI), Microsoft Excell 2010 computer program and SPSS version 23.

The results of this study obtained several conclusions, namely that compensation received by employees of PT Matahari Department Store Karawang based on the results of analysis of indicators showed an average score of 402 which is in the range of agreed scale, work discipline that is in employees of PT Matahari Department Store Karawang based on the results of the analysis of indicators show an average score of 401 which is in the range of the agreed scale, the work that is in the employees of PT Matahari Department Store Karawang based on the results of the analysis of indicators shows an average score of 402 in the range of agreed scale.

There is a moderate relationship between compensation and work discipline, this is seen from the value of the correlation analysis of 0.456. There is a partial effect of compensation on employee performance of 27.8% and there is an influence of work discipline partially on employee performance by 19%. As for the effect of compensation and work discipline simultaneously on the performance of employees of PT Matahari Department Store Karawang amounting to 46.8%, while the remaining 53.2% is the contribution of other variables (ϵ) that were not examined in this study.

Keywords: Compensation, Work Discipline, Employee Performance