

ABSTRAK

Penelitian ini bertujuan untuk menguji mengenai pengaruh positif disiplin kerja, kompensasi kerja dan motivasi kerja terhadap kinerja karyawan pada PT. Tiaramas Transport Surabaya. Populasi yang digunakan sebagai sampel sebanyak 105 orang responden yang merupakan karyawan PT. Tiaramas Transport Surabaya. Teknik pengambilan sampel penelitian ini menggunakan *probability sampling* dan pengumpulan data menggunakan kuisioner yang dibagikan pada karyawan PT. Tiaramas Transport Surabaya. Teknik analisis data yang digunakan adalah uji instrumen dengan uji validasi dan uji reabilitas, asumsi klasik dan analisis regresi linier berganda dengan alat bantu aplikasi SPSS (*Statistical Aid Service Solution*).

Hasil uji t menunjukkan bahwa disiplin kerja berpengaruh signifikan terhadap kinerja karyawan hal ini dibuktikan dengan nilai signifikansi sebesar $\alpha = 0,004 < 0,05$. Kompensasi kerja berpengaruh signifikan sebesar $\alpha = 0,00 < 0,05$. Begitu pula dengan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan hal ini dibuktikan dengan nilai signifikansi sebesar $\alpha = 0,002 < 0,05$

Kata Kunci : disiplin kerja, kompensasi kerja, motivasi kerja, kinerja karyawan



ABSTRACT

This research aimed to examine the positive effect on the working discipline, workers' compensation and working motivation on the employees' performance of PT. Tiaramas Transport, Surabaya. While, the population was 105 employees of PT. Tiaramas Transport, Surabaya. Moreover, the data collection technique used probability sampling with questionnaires as the instrument. Furthermore, the questionnaires were distributed directly to the employees of PT. Tiaramas Transport, Surabaya. Besides, the data analysis technique used validity test, reliability test, classical assumption test and multiple linear regressions analysis with SPSS (Statistical Package Service Solution).

The research result, from t-test, concluded working discipline had significant effect on the working performance. This could be seen with its significance sebesar $\alpha = 0,004 < 0,05$. Likewise, working compensation had significant effect on the working performance, as the significance was sebesar $\alpha = 0,00 < 0,05$. Similar to working discipline and working compensation, working motivation had significant effect on the employees' performance. This could be proven with its significance sebesar $\alpha = 0,00 < 0,05$.

Keywords : working discipline, working compensation, working motivation, employees' performance



I certify that this translation is true and accurate. Prepared by a professional translator. This translation is provided on this day 24/5/15

M. Faisal, S.Pd., M.Pd

STIESIA Language Center
Menur Pumpungan 30 Surabaya 60118, Indonesia

