

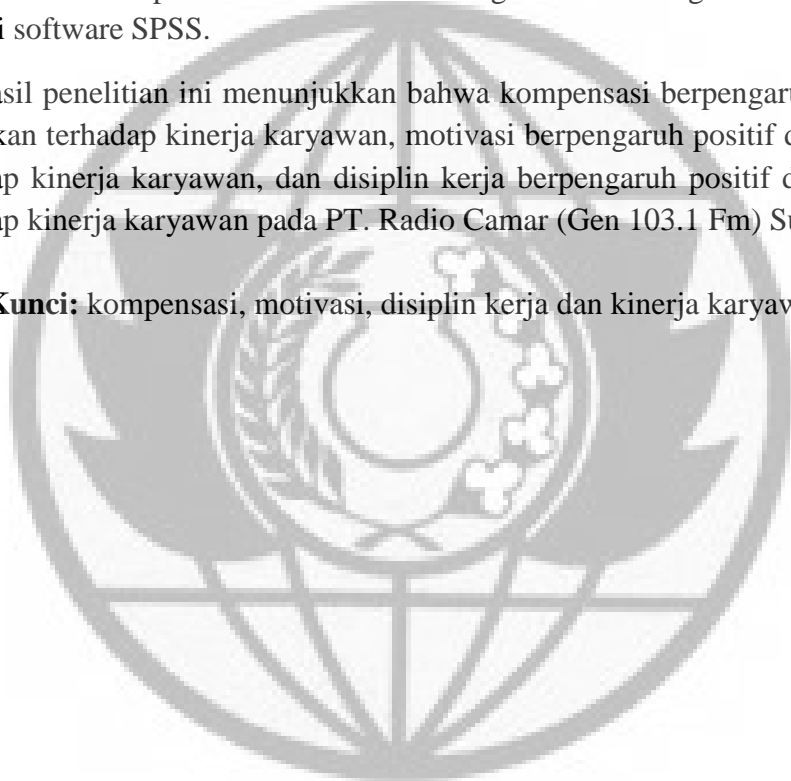
## ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Kompensasi, Motivasi dan Disiplin Kerja terhadap Kinerja Karyawan PT. Radio Camar (Gen 103.1 Fm) Surabaya.

Teknik pengambilan sampel yang digunakan adalah *nonprobability sampling* (sampling jenuh) atau melibatkan semua populasi yaitu 40 karyawan bagian HRD maupun penyiar PT. Radio Camar (Gen 103.1 Fm) Surabaya dan pengumpulan data yang dilakukan menggunakan metode kuesioner. Teknik analisis data yang digunakan dalam penelitian ini adalah dengan metode regresi linier berganda melalui software SPSS.

Hasil penelitian ini menunjukkan bahwa kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT. Radio Camar (Gen 103.1 Fm) Surabaya.

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



## ABSTRAK

This research aimed to find out the effect to compensation, motivation and working discipline on the employees' performance of PT. Radio Camar (Gen 103.1 Fm) Surabaya.

While, the population was 40 employees of PT. Radio Camar (Gen 103.1 Fm) Surabaya. Moreover, the data collection technique used non-probability sampling (saturated sampling). In line with, all population i.e. 40 employees at HRD (Human Resource Development) as well as the announcer at PT. Radio Camar (Gen 103.1 Fm) Surabaya used as sample. Furthermore, the instrument in data collection technique, it used questionnaires. In addition, the data analysis technique used multiple linear regressions with SPSS.

The research result concluded compensation had positive and significant effect on the employees' performance. Likewise, motivation had positive and significant effect on the employees' performance. Similiar to compensation and motivation, working discipline had positive and significant effect on the employees' performance at PT. Radio Camar (Gen 103.1 Fm) Surabaya.

**Keywords:** Compensation, Motivation, working Discipline, Employees' Performance.