

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh disiplin kerja dan kompensasi terhadap kinerja karyawan melalui motivasi sebagai variabel intervening (Studi Pada Karyawan PT. Kereta Api Indonesia (Persero) UPT. Balai Yasa Surabaya Gubeng). Disiplin kerja diukur melalui taat terhadap aturan waktu, peraturan perusahaan, aturan perilaku dalam pekerjaan dan peraturan lainnya. Kompensasi diukur melalui gaji, insentif, tunjangan dan fasilitas. Motivasi diukur melalui kebutuhan akan berprestasi, kekuasaan dan berkehidupan sosial. Kinerja karyawan diukur melalui kualitas (mutu), kuantitas (jumlah), waktu (jangka waktu), penekanan biaya, pengawasan dan hubungan antar karyawan.

Jenis penelitian ini adalah penelitian kuantitatif. Populasi pada penelitian ini adalah karyawan di PT. Kereta Api Indonesia (Persero) UPT. Balai Yasa Surabaya Gubeng sebanyak 279 karyawan dengan 74 karyawan dijadikan sampel penelitian yang diperoleh menggunakan metode *probability sampling*. Metode analisis data yang digunakan adalah analisis jalur dengan menggunakan program Smart PLS 3.0.

Hasil penelitian menunjukkan bahwa disiplin kerja dan kompensasi berpengaruh terhadap motivasi. Disiplin kerja, kompensasi dan motivasi berpengaruh terhadap kinerja karyawan. Disiplin kerja berpengaruh terhadap kinerja karyawan melalui motivasi. Selain itu, kompensasi berpengaruh terhadap kinerja karyawan melalui motivasi.

Kata Kunci: Disiplin Kerja, Kompensasi, Motivasi dan Kinerja Karyawan



ABSTRACT

This study aims to test the work discipline and the compensation toward the employees' performance through the motivation as the intervening variable. The work discipline is measured by being on time, the companies' rules, the behaviour rules, or the work behaviour and the other rules. The compensation is measured by the salary, the incentive, the allowance, and the facility. The motivation is measured by the need for getting achievement, power, and social life. The employees performance is measured by the quality, the quantity, the time, the cost suppression, the control, and the relationship between employees. The type of this research is a quantitative research. The population of this study are 279 employees of PT. Kereta Api Indonesia (Persero) UPT. Balai Yasa Surabaya Gubeng. The samples of this study are 74 respondents which are collected by applying the probability sampling. The analysis of this study applies the path analysis with the Smart PLS 3.0. The result of this study shows that the work discipline and the compensation impact the motivation. The work discipline, the compensation and the motivation impact employee performance. The work discipline impacts employee performance through the motivation. On the other hand, the compensation impacts the employee performance through the motivation.

keywords: the work discipline, the compensation, the motivation, employee performance



