

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh Etos Kerja, Insentif dan Pelatihan Kerja terhadap Kinerja Karyawan Perusahaan UFO Elektronik di Surabaya. Jenis penelitian ini explanatory research dengan metode kuantitatif. Populasi dalam penelitian ini yaitu seluruh karyawan yang berjumlah 35 orang. Teknik pengambilan sampel adalah complete enumeration. Menggunakan data primer dan dikumpulkan melalui penyebaran kuisioner. Analisis data menggunakan regresi linear berganda dengan bantuan program SPSS versi 21. Hasil penelitian menunjukkan, uji asumsi klasik melalui uji normalitas, uji multikolinearitas dan uji heteroskedastisitas menunjukkan bahwa semua variabel yang digunakan dalam penelitian telah memenuhi syarat yang ditentukan. Sedangkan uji kelayakan model menggunakan uji F dan koefisien determinasi menyatakan model regresi pada penelitian layak digunakan. Hasil uji hipotesis menunjukkan bahwa Etos Kerja, Insentif, dan Pelatihan Kerja, secara partial berpengaruh positif dan signifikan terhadap Kinerja Karyawan UFO Elektronik di Surabaya

Kata kunci : Etos Kerja, Insentif, Pelatihan Kerja , Kinerja Karyawan



ABSTRACT

This research aimed to examine the effect of work et hos, incentive, and worktraining on employees' performance of UFO Electronics Store in Surabaya. Whiletheresearchwasquantitative-explanatory. Moreover, the population was all employee swich consisted of 35 people. Furthermore, the data collecti on technique used complete enumeration. Additionally, the data used were primary. Meanwhile, the instrument in data collection technique used questionnaires. The question naires were distributed to the sample. Inaddition, the data analysis technique used multiple linear regression with SPSS 21. According to the research result, from the classicalas sumption test which consiste dof normality test, multicollinearity test, and heteroscedastic test;it concluded that all variables had fulfilled the criteria given. For a proper model test which consisted of F-test and determination coefficient, it showed that the regression model was properly used.Also, from hypothesis tests, it concluded that Work Ethos, Incentive, and WorkTraining partially had a positive and significant effect on employees' performance of UFO Electronics Storein Surabaya.

Keywords: *workethos, incentive, worktraining, employees' performance*



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