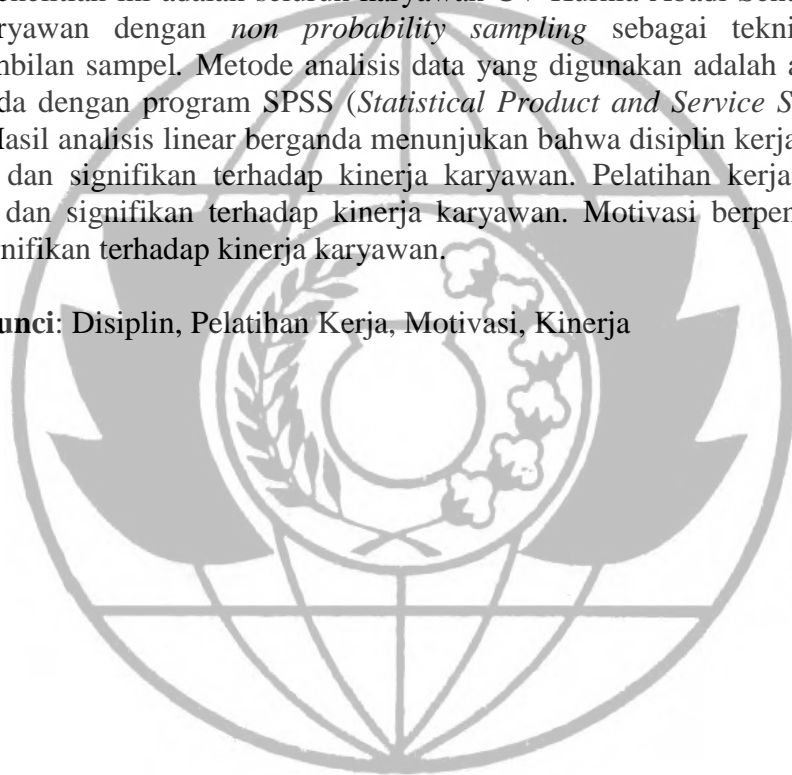


ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh disiplin kerja, pelatihan kerja dan motivasi terhadap kinerja karyawan CV Kurnia Abadi Sentosa. Disiplin kerja diukur melalui tujuan dan kemampuan, teladan pimpinan, balas jasa, keadilan, waskat, sanksi dan ketegasan. Pelatihan kerja diukur melalui jenis pelatihan, tujuan pelatihan, materi pelatihan, metode pelatihan dan kualifikasi peserta. Motivasi diukur melalui balas jasa, kondisi kerja, fasilitas kerja, prestasi kerja, pengakuan dari atasan dan pekerjaan itu sendiri. Kinerja karyawan diukur melalui kualitas, kuantitas, waktu, penekanan biaya, pengawasan dan hubungan antar karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Populasi dan sampel pada penelitian ini adalah seluruh karyawan CV Kurnia Abadi Sentosa sebanyak 42 karyawan dengan *non probability sampling* sebagai teknik penentuan pengambilan sampel. Metode analisis data yang digunakan adalah analisis linear berganda dengan program SPSS (*Statistical Product and Service Solution*) versi 25.0. Hasil analisis linear berganda menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan.

kata kunci: Disiplin, Pelatihan Kerja, Motivasi, Kinerja



ABSTRACT

This research aimed to examine the effect of work discipline, work training, and innovation on employees' performance on CV. Kurnia Abadi Sentosa. The work discipline was measured through objectives and abilities, leaders' role models, reward, justice, attached supervision, sanction, and firmness. The work training was measured through types of training, its objectives, materials, methods, and employees' qualification. The motivation was measured through reward, work conditions, facilities, achievement, managers' confession, and the work it self. Furthermore, the employees' performance was measured through quality, quantity, time, cost pressure, supervision, and employees' interpersonal relationship. This research was quantitative. The population as well as the sample was all employees of CV. Kurnia Abadi Sentosa consisting of 42 people. Moreover, the data collection technique used non-probability sampling. The data analysis technique used multiple linear with SPSS 25. The Result from multiple linear analysis concluded that work discipline had a positive and significant effect on employees' performance. Likewise, work training had a positive and significant effect on employees' performance. Similarly, motivation had a positive and significant effect on employees' performance.

keywords: *discipline, training, motivation, employees' performance*

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