

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Disiplin Kerja, Kepuasan Kerja, dan Komitmen Kerja terhadap Kinerja Karyawan. Obyek yang digunakan dalam penelitian ini adalah karyawan Kantor Pos Surabaya Pusat.

Jenis dalam penelitian ini adalah penelitian kuantitatif. Sampel dalam penelitian ini berjumlah 58 responden yang diambil menggunakan teknik *random sampling*. Data dikumpulkan dengan menggunakan metode *google form*. Metode analisis yang digunakan adalah Analisis Regresi Linear Berganda dengan menggunakan program SPSS versi 25.

Hasil penelitian menunjukkan bahwa Disiplin Kerja berpengaruh signifikan dengan arah positif terhadap Kinerja Karyawan. Kepuasan Kerja berpengaruh signifikan dengan arah positif terhadap Kinerja Karyawan. Komitmen Kerja berpengaruh tidak signifikan terhadap Kinerja Karyawan.

Kata kunci: Disiplin Kerja, Kepuasan Kerja, Komitmen Kerja, Kinerja Karyawan.



ABSTRACT

This research aimed to examine and analyze the effect of work discipline, work satisfaction, and work commitment on employees' performance. The population was employees at the Post Office, Surabaya Center.

The research was quantitative. Moreover, the data collection technique used random sampling. The data were collected by using google form. In line with that, there were 58 respondents to the sample. Furthermore, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution) 23.

The research result concluded that work discipline had a significantly positive effect on the employees' performance at the Post Office of Surabaya Center. Likewise, work satisfaction had a significantly positive effect on the employees' performance at the Post Office of Surabaya Center. On the other hand, work commitment had an insignificant effect on the employees' performance at the Post Office of Surabaya Center.

Keywords: *Work Discipline, Work Satisfaction, Work Commitment, Employees' Performance*

