

ABSTRAK

Penelitian ini bertujuan untuk menguji dan menganalisis pengaruh Motivasi Kerja, Disiplin Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan pada PT Bintang Anugerah Transportindo.

Jenis penelitian ini menggunakan metode kuantitatif. Populasi dalam penelitian ini adalah seluruh karyawan PT Bintang Anugerah Transportindo sebanyak 50 orang. Teknik penelitian ini menggunakan teknik sampling jenuh. Model analisis data yang digunakan adalah analisis regresi linear berganda dengan bantuan program SPSS.

Hasil dari penelitian ini menunjukkan bahwa Motivasi Kerja dan Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Sedangkan untuk Disiplin Kerja memiliki hasil yang berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan.

Adapun beberapa saran yang telah dikemukakan oleh peneliti setelah melaksanakan serta menyusun penelitian yang ditujukan pada PT Bintang Anugerah Transportindo yaitu : (1) Mempertahankan sistem kerja yang memberikan hadiah atau sejenisnya pada karyawan yang berprestasi, serta meningkatkan kepekaan atasan dalam memberi peluang promosi pada setiap karyawan tanpa pandang bulu. (2) Mempertahankan serta menjaga kinerja karyawan yang selalu menaati SOP karyawan ataupun SOP bekerja, serta meningkatkan kepekaan dalam memperhatikan hubungan karyawan agar tetap saling menghargai walaupun tidak terdapat pada peraturan tertulis. (3) Mempertahankan keharmonisan antar karyawan yang telah tercapai pada perusahaan demi kebaikan sesama maupun kebaikan perusahaan dimasa mendatang, serta meningkatkan kepekaan atasan dalam memberi kesempatan promosi jabatan pada seluruh karyawan yang berpotensi baik.

Kata Kunci : Motivasi Kerja, Disiplin Kerja, Kepuasan Kerja, Kinerja Karyawan.

ABSTRACT

This research aimed to examine and analyze the effect of work motivation, work discipline, and work satisfaction on employees' performance at PT Bintang Anugerah Transportindo.

The research was quantitative. Moreover, the population was all employees at PT Bintang Anugerah Transportindo which consisted of 50 people. The data collection technique used saturated sampling, in which all members of the population were the sample. Furthermore, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution).

The result concluded that both work motivation had a positive and significant effect on employees' performance at PT Bintang Anugerah Transportindo. Likewise, work satisfaction had a positive and significant effect on employees' performance at PT Bintang Anugerah Transportindo. On the other hand, work discipline had a positive but insignificant effect on employees' performance at PT Bintang Anugerah Transportindo.

As for some of the suggestions that the researchers put forward after conducting and compiling the research addressed to PT Bintang Anugerah Transportindo, they include (1) Maintaining a working system that provides prizes or the equal chance to outstanding employees, as well as increasing the sensitivity of superiors in providing promotion opportunities to every employee indiscriminately; (2) Keeping and maintaining employee performance so that they always comply with employee SOPs or work SOPs, as well as increasing sensitivity in paying attention to the employee relations so they can develop some respect to each other even they are not bound in written regulations; (3) Maintaining the harmony between employees that has been achieved in the company, for the common good and the good of the company in the future, as well as increasing the sensitivity of superiors in providing promotion opportunities to all employees with good potential.

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



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14/7/23

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