

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh kompensasi, motivasi kerja dan disiplin kerja terhadap kinerja karyawan CV Wavika.

Metode pengumpulan data yang digunakan adalah primer dengan menggunakan kuisioner. Jenis penelitian yang digunakan menggunakan teknik kuantitatif dan metode deskriptif. Teknik pengambilan sampel yang digunakan dalam penelitian ini dengan metode sampel jenuh dan *non probability sampling* dengan menggunakan seluruh populasi karyawan CV Wavika sebanyak 48 responden. Model analisis data yang digunakan adalah analisis regresi linear berganda dengan bantuan program SPSS versi 25.

Hasil analisis linear berganda menunjukkan bahwa kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: kompensasi, motivasi, disiplin kerja, kinerja



ABSTRACT

This research aimed to examine the effect of compensation, work motivation, and work discipline on employees' performance. The compensation was measured by salary, incentive, allowance, and facility.

Work motivation was measured through the need for achievement, the need for power, and the need for affiliation. Work discipline was measured through obey towards time regulations, obey towards firm rules, obey towards attitude rules in the company, and obey towards other rules. Employees' performance was measured through quality, quantity, time, cost pressure, supervision, and relations among employees. The research was quantitative. Moreover, the population was all employees of CV Wavika. The data collection technique used non-probability sampling, with saturated sampling as the sampling technique. In line with that, there were 48 samples. Furthermore, the data analysis technique used multiple linear with SPSS 25.

The result of the hypothesis test showed that compensation had a significantly positive effect on the employees' performance of CV wavika. Likewise, work motivation had a significantly positive effect on the employees' performance of CV Wavika. Similarly, work discipline had a significantly positive effect on the employees' performance of CV Wavika.

Keywords: *compensation, motivation, discipline, employee's performance.*





