

ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh insentif, disiplin kerja, dan pengembangan karier terhadap kinerja karyawan Ninja Xpress Surabaya. Populasi yang digunakan dalam penelitian ini adalah seluruh staff yang bekerja di Ninja Xpress Surabaya.

Teknik pengambilan sampel yang digunakan dalam penelitian ini menggunakan metode sampel jenuh yang merupakan pengambilan sampel dengan menggunakan seluruh populasi pegawai Ninja Xpress Surabaya sebanyak 37 responden. Sedangkan teknik analisis yang digunakan adalah analisis regresi linier berganda menggunakan aplikasi SPSS versi 26.0.

Hasil penelitian menunjukkan bahwa insentif berpengaruh positif dan signifikan terhadap kinerja pegawai Ninja Xpress Surabaya. Pengembangan karier berpengaruh positif dan signifikan terhadap kinerja pegawai Ninja Xpress Surabaya. Sedangkan disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai Ninja Xpress Surabaya.

Kata Kunci: insentif, disiplin kerja, pengembangan karier, kinerja karyawan



ABSTRACT

This research aimed to examine the effect of incentives, work discipline, and career development on the employees' performance at Ninja Xpress, Surabaya. The population was all staff who worked at Ninja Xpress, Surabaya.

The data collection technique used saturated sampling, in which all members of the population were the sample. In line with that, there were 37 respondents who worked as staff at Ninja Xpress, Surabaya; fulfilled as samples. Moreover, the data analysis technique used multiple linear regression with SPSS (Statistical Product and Service Solution) 26.0 version.

The result showed that incentives had a positive and significant effect on the employees' performance at Ninja Xpress, Surabaya. Likewise, career development had a positive and significant effect on the employees' performance at Ninja Xpress, Surabaya. On the other hand, work discipline had a positive but insignificant effect on the employees' performance at Ninja Xpress, Surabaya.

Keywords: *Incentives, Work Discipline, Carrer Development, Employees' Performance*



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