

ABSTRAK

Arianto M Zein 2024, Pengaruh Kompensasi Finansial Dan Disiplin Kerja Terhadap Kinerja Tenaga Kerja Bongkar Muat (Tkbm) Koperasi Pelabuhan Ahmad Yani Kota Ternate. Ketua Komisi; Nurlaila. Anggota Komisi; Ikrima M. Mustafa.

Tujuan penelitian ini adalah (1) Untuk mengetahui pengaruh kompensasi finansial terhadap kinerja TKBM Koperasi Pelabuhan Ahmad Yani Kota Ternate. (2) Untuk mengetahui pengaruh disiplin kerja terhadap kinerja TKBM Koperasi Pelabuhan Ahmad Yani Kota Ternate. (3) Untuk mengetahui pengaruh kompensasi finansial dan disiplin kerja terhadap kinerja TKBM Koperasi Pelabuhan Ahmad Yani Kota Ternate. Jumlah sampel dalam penelitian ini adalah 69 Karyawan Koperasi (TKBM) Pelabuhan Ahmad Yani Kota Ternate. Alat uji yang digunakan adalah analisis regresi berganda dengan menggunakan statistical package for social scientist (SPSS) 25 sebagai alat uji statistik. Hasil penelitian manunjukkan bahwa, (1) Kompensasi Financial berpengaruh positif terhadap Kinerja Tenaga Kerja Bongkar Muat (TKBM) Koperasi Pelabuhan Ahmad Yani Kota Ternate. (2) Disiplin Kerja Tidak Berpengaruh Positif terhadap Kinerja Tenaga Kerja Bongkar Muat (TKBM) Koperasi Pelabuhan Ahmad Yani Kota Ternate. (3) Kompensasi finansial dan Disiplin Kerja berpengaruh simultan terhadap Kinerja Tenaga Kerja Bongkar Muat (TKBM) Koperasi Pelabuhan Ahmad Yani Kota Ternate.

Kata Kunci: Kompensasi Finansial, Disiplin Kerja, Kinerja

ABSTRACT

Arianto M Zein 2024, The Influence of Financial Compensation and Work Discipline on the Performance of Stevedoring and Unloading Workers (TKBM) of the Ahmad Yani Port Cooperative, Ternate City. Chairman of the Commission; Nurlaila. Commission Member; Ikrimah M. Mustafa.

The objectives of this research are (1) To determine the effect of financial compensation on the performance of TKBM Ahmad Yani Port Cooperative, Ternate City. (2) To determine the influence of work discipline on the performance of TKBM Ahmad Yani Port Cooperative, Ternate City. (3) To determine the effect of financial compensation and work discipline on the performance of TKBM Ahmad Yani Port Cooperative, Ternate City. The number of samples in this research was 69 Karyawan Cooperatives (TKBM) Ahmad Yani Harbor, Ternate City. The test tool used is multiple regression using the statistical package for social scientists (SPSS) 25 as a statistical test tool. The results of the research show that, (1) Financial Compensation has a positive effect on the Performance of Stevedoring and Unloading Workers (TKBM) of the Ahmad Yani Port Cooperative, Ternate City. (2) Work Discipline Does Not Have a Positive Influence on the Performance of Stevedoring and Unloading Workers (TKBM) of the Ahmad Yani Port Cooperative, Ternate City. (3) Financial compensation and work discipline simultaneously influence the performance of the Stevedoring and Unloading Workers (TKBM) of the Ahmad Yani Port Cooperative, Ternate City.

Keywords: Financial Compensation, Work Discipline, Performance.