

ABSTRAK

Dzumaidah H.A. Rasyid 2023, Pengaruh Kompensasi, Motivasi Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan PERUMDA Air Minum Ake Mayora Kota Tidore Kepulauan. Ketua Komisi : Marwan Anggota Komisi : Nurlaila.

Tujuan Penelitian: 1) menganalisis pengaruh kompensasi terhadap kinerja karyawan; 2) menganalisis pengaruh motivasi kerja terhadap kinerja karyawan; 3) menganalisis disiplin kerja terhadap kinerja karyawan; 4) menganalisis pengaruh kompensasi, motivasi kerja dan disiplin kerja terhadap kinerja karyawan pada Perumda Air Minum Ake Mayora Kota Tidore Kepulauan. Penelitian menggunakan pendekatan metode kuantitatif. Populasi penelitian yaitu seluruh karyawan, sebanyak 72 karyawan dan pengambilan sampel penelitian menggunakan sampling jenuh dimana seluruh populasi dijadikan sampel dalam penelitian. Teknik pengumpulan data dengan menyebarkan kuesioner kepada responden. Teknik analisis data menggunakan Statiscal package for social scientists (SPSS 22).

Dari hasil penelitian taraf signifikan 0,05 diperoleh bahwa kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Sedangkan secara simultan kompensasi, motivasi kerja dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan Perumda Air Minum Ake Mayora Kota Tidore Kepulauan

Kata kunci : Kompensasi, Motivasi Kerja, Disiplin Kerja, Kinerja Karyawan.

ABSTRACT

Dzumaidah H.A. Rasyid 2023, The Influence of Compensation, Work Motivation and Work Discipline on the Performance of PERUMDA Ake Mayora Drinking Water Employees, Tidore City, Islands. Chairman of the Commission: Marwan and Commission Member: Nurlaila.

Research Objectives: 1) analyze the effect of compensation on employee performance; 2) analyze the influence of work motivation on employee performance; 3) analyze work discipline on employee performance; 4) analyze the influence of compensation, work motivation and work discipline on employee performance at Perumda Air Minum Ake Mayora, Tidore Islands City. The research uses a quantitative method approach. The research population was all employees, a total of 72 employees and the research sample was taken using saturated sampling where the entire population was sampled in the research. Data collection techniques by distributing questionnaires to respondents. The data analysis technique uses the Statistical Package for Social Scientists (SPSS 22).

From the research results at a significance level of 0.05, it was found that compensation had a positive and significant effect on employee performance, work motivation had a positive and significant effect on employee performance, and work discipline had a positive and significant effect on employee performance. Meanwhile, simultaneously compensation, work motivation and work discipline have a positive and significant effect on the performance of Perumda Air Minum Ake Mayora, Tidore Islands City employees

Keywords: Compensation, Work Motivation, Work Discipline, Employee Performac.

