

ABSTRAK

Penelitian ini ditunjukkan guna menguji dan menganalisa motivasi kerja, disiplin kerja dan kompensasi terhadap pekerjaannya pegawai di hadapan Perusahaan instansi Telkom Regional IV Jateng & daerah istimewa Yogyakarta. Obyek penelitian dalam penulisan ini adalah pegawai PT Telkom Regional IV Jateng & daerah istimewa Yogyakarta. Teknik pengambilan contoh didalamnya analisa ini memakai strategi mencari manusia berjumlah 160 responden.

Analisa data yang dipergunakan melampaui berbagai uji valid juga metoda kmo, uji reliabilitas sama koefisien alpha, analisis regresi menganda, uji tampilan sama koefisien determinasi dan uji f dan uji signifikansi dalam uji dan membenarkan hipotesis yakni dengan apapun ditelitinya oleh peneliti. Adapun makna penelitiannya yakni:

1. Motivasi kerja berpengaruh positif dan signifikan pada kinerja pekerja.
2. Disiplin kerja berpengaruh positif dan signifikan pada kinerja pekerja.
3. Kompensasi berpengaruh negatif tidak signifikan pada kinerja pekerja.

Kata kunci : Motivasi kerja, disiplin kerja , dan kompensasi terhadap pekerjaan kepegawaian.

ABSTRACT

The purpose of this study was to analyze the influence of organizational culture, work motivation and work discipline on employee performance at PT Telkom Regional IV Central Java & Yogyakarta Special Region. The type of data used is primary data, which is where data obtained directly from the original source in the form of a questionnaire. The object of research in this paper is the employees of PT Telkom Regional IV Central Java & Yogyakarta special region, amounting to 162 respondents with a sampling technique that is purposive sampling. The collected data were analyzed using factor analysis to test the validity of question indicator items, reliability testing using the Cronbach alpha formula, and hypothesis testing using multiple linearity to test the magnitude of influence partially or simultaneously the dependent variable on the independent variable.

The results of the analysis and discussion show that: (1) Work motivation has a positive and significant effect on employee performance. (2) Work discipline has a positive and significant effect on employee performance. (3) Compensation has no significant effect on employee performance.

Keywords: Work Motivation, Work Discipline and Compensation for employee performance