

ABSTRAK

PENGARUH LINGKUNGAN KERJA, DISIPLIN KERJA, DAN KOMPENSASI TERHADAP KINERJA KARYAWAN PADA PT. AURA UNIVERSAL RASI SEMARANG

Penelitian ini menguji pengaruh Lingkungan kerja, Disiplin kerja, dan Kompensasi terhadap Kinerja karyawan. Penelitian ini dilakukan di PT. Aura Universal Rasi Semarang. Populasi dalam penelitian ini adalah sebanyak 70 karyawan yang seluruhnya dijadikan sebagai sampel.

Metode pengambilan sampel menggunakan metode sensus, dimana setiap anggota populasi secara keseluruhan dijadikan sebagai sampel. Hubungan dan atau pengaruh antar variabel dijelaskan dengan metode analisis linier berganda.

Hasil penelitian menunjukkan bahwa Lingkungan Kerja, Disiplin Kerja, dan Kompensasi secara simultan berpengaruh signifikan terhadap Kinerja Karyawan. Secara parsial hasil penelitian menunjukkan: (1) Lingkungan kerja mempunyai pengaruh yang positif dan signifikan terhadap kinerja karyawan. (2) Disiplin kerja mempunyai pengaruh yang positif dan signifikan terhadap kinerja karyawan. (3) Kompensasi mempunyai pengaruh yang positif tidak signifikan terhadap kinerja karyawan. Dari penelitian ini diperoleh nilai *Adjusted R Square* sebesar 0,780, yang artinya bahwa 78% variasi Kinerja Karyawan dijelaskan oleh variasi dalam variabel Lingkungan Kerja, Disiplin Kerja, dan Kompensasi, sisanya sebesar 22% dijelaskan oleh variabel-variabel lain di luar penelitian ini.

Kata Kunci: Lingkunga Kerja, Disiplin Kerja, dan Kompensasi terhadap Kinerja Karyawan

ABSTRAC

THE INFLUENCE OF THE WORK ENVIRONMENT, WORK DISCIPLINE, AND COMPENSATION ON EMPLOYEE PERFORMANCE AT PT. AURA UNIVERSAL RASI SEMARANG

This study examines the effect of work environment, work discipline, and compensation on employee performance. This research was conducted at PT. Aura Univeral Rasi Semarang. The population in this study were 70 employees who were all sampled.

The sampling method uses the census method, where each member of the population as a whole is sampled. The relationship and or influence between variables is explained by the method of multiple linear analysis.

The results showed that the Work Environment, Work Discipline, and Compensation simultaneously had a significant effect on Employee Performance. Partially the results of the study show: (1) The work environment has a positive and significant impact on employee performance. (2) Work discipline has a positive and significant influence on employee performance. (3) Compensation has no significant effect on employee performance. From this study an Adjusted R Square value of 0.780 is obtained, which means that 78% of Employee Performance variation is explained by variations in the Work Environment, Work Discipline, and Compensation variables, the remaining 22% is explained by other variables outside this study.

Keyword: Work Environment, Work Discipline, Compensation, and Employee Performance.