

ABSTRAK

Tujuan dari penelitian ini yaitu untuk menganalisis pengaruh kepuasan kerja, disiplin kerja dan komitmen organisasi terhadap kinerja karyawan PT. Nusantara Sakti Demak. Jenis data yang digunakan data primer. Teknik pengambilan sampel yang ada dipenelitian ini adalah *sampling eksidental* maka diperoleh 120 orang. Alat uji penelitian adalah validitas menggunakan analisis faktor, pengujian reabilitas menggunakan *Cronbath Alpha* dan pengujian hipotesis menggunakan regresi berganda.

Hasil analisis dapat disimpulkan bahwa: (1) Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan artinya jika semakin tinggi kepuasan kerja maka semakin tinggi pula kinerja karyawan. (2) Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan artinya semakin tinggi disiplin kerja maka semakin tinggi pula kinerja karyawan. (3) Komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan artinya semakin tinggi komitmen organisasi semakin tinggi pula kinerjanya.

Kata Kunci : Kepuasan Kerja, Disiplin Kerja, Komitmen Organisasi dan kinerja

ABSTRACT

The purpose of this study is to analyze the effect of job satisfaction, work discipline and organizational commitment on the performance of employees of PT. Nusantara Sakti Demak. The type of data used is primary data. The sampling technique in this study is an incidental sampling and 120 people are obtained. The research test tool was validity using factor analysis, reliability testing using Cronbath Alpha and hypothesis testing using multiple regression.

The results of the analysis can be concluded that: (1) Job satisfaction has a positive and significant effect on employee performance meaning that the higher the job satisfaction the higher the employee's performance. (2) Work discipline has a positive and significant effect on employee performance, meaning that the higher the work discipline, the higher the employee's performance. (3) Organizational commitment has a positive and significant effect on employee performance meaning that the higher the organizational commitment the higher the performance.

Keywords: Job Satisfaction, Work Discipline, Organizational Commitment and performance