ABSTRACT

This study aims to determine the effect of compensation, work discipline and job satisfaction partially and simultaneously on employee performance. This research was conducted at Bali Villas Arta Seminyak. The population used employees of Bali Villas Arta Seminyak and a sample of 30 respondents. The data analysis method uses Validity Test, Reliability Test, Classical Assumption Test, Multiple Linear Regression Analysis, Partial Correlation Analysis, Multiple Correlation Analysis, Determination Coefficient Test, F Test and t Test. Based on the research and data analysis, the compensation variable has a significant positive effect on employee performance, where t count is obtained at 2.253, the regression coefficient value is 0.671 and the significance value is 0.033. Work discipline has a significant positive effect on employee performance, where the t value is obtained at 2.402, the regression coefficient value is 0.310 and the significance value is 0.024, job satisfaction has a significant positive effect on employee performance, where the t value is obtained at 2.167, the regression coefficient value is 0.326 and the significance value is 0.040 and simultaneously compensation, work discipline and job satisfaction have a significant effect on employee performance. Where the Fcount value is obtained at 12,410, the regression equation is $Y = 0.459 + 0.671X_1 + 0.310X_2 + 0.326X_3$ and a significance value of 0.000. The influence of the independent variables on employee performance is 54.1%. Suggestions that can be given by researchers are that Bali Villas Arta Seminyak is expected to routinely provide training to employees, provide salaries in accordance with employee contributions to the company, give reprimands or sanctions to employees who arrive late at work and always be fair in providing opportunities to follow job promotions.

Keywords: Compensation, Work Discipline, Job Satisfaction and Employee Performance

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, disiplin kerja dan kepuasan kerja secara parsial dan simultan terhadap kinerja karyawan. Penelitian ini dilakukan di Bali Villas Arta Seminyak. Populasi menggunakan karyawan Bali Villas Arta Seminyak dan sampel sebanyak 30 responden. Metode analisis data menggunakan Uji Validitas, Uji Reabilitas, Uji Asumsi Klasik, Anaisis Regresi Linier Berganda, Analisis Korelasi Parsial, Analisis Korelasi Berganda, Uji Koefisien Determinasi, Uji F dan Uji t. Berdasarkan hasil penelitian dan hasil analisis data, variabel kompensasi berpengaruh positif signifikan terhadap kinerja karyawan, dimana t_{hitung} didapat sebesar 2,253, nilai koefisien regresi sebesar 0,671 dan nilai signifikasi sebesar 0,033. disiplin kerja berpengaruh positif signifikan terhadap kinerja karyawan, dimana nilai t_{hitung} didapat sebesar 2,402, nilai koefisien regresi sebesar 0,310 dan nilai signifikasi sebesar 0,024, kepuasan kerja berpengaruh positif sigifikan terhadap kinerja karyawan, dimana nilai t_{hitung} didapat sebesar 2,167, nilai koefisien regresi sebesar 0,326 dan nilai signifikasi sebesar 0,040 dan secara simultan kompensasi, disiplin kerja dan kepuasan kerja berpengaruh signfikan terhadap kinerja karyawan. Dimana nilai F_{hitung} didapat sebesar 12,410, persamaan regresi sebesar $Y = 0,459 + 0,671X_1 + 0,310X_2 + 0,326X_3$ dan nilai signifikasi sebesar 0,000. Besarnya pengaruh variabel bebas terhadap kinerja karyawan adalah 54,1%. Saran yang dapat diberikan peneliti adalah Bali Villas Arta Seminyak diharapkan secara rutin memberikan pelatihan kepada karyawan, memberikan gaji sesuai dengan kontribusi karyawan untuk perusahaan, memberikan teguran atau sanksi kepada karyawan yang datang terlambat pada saat bekerja dan selalu bersikap adil dalam memberikan kesempatan untuk mengikuti promsi jabatan.

Kata Kunci: Kompensasi, Disiplin Kerja, Kepuasan Kerja dan Kinerja Karyawan