ABSTRACT

This study aims to analyze the influence of discipline and job satisfaction on the performance of the drivers of PT Karya Prima Usahatama. Data research using primary data derived from questionnaires to saturated sample of the drivers of PT Karya Prima Usahatama as many as 166 people. The method of analysis used in this research is multiple linear regression. The results revealed that the Disciplinary affect the performance of the drivers of PT Karya Prima Usahatama. In addition, satisfaction also effect on the performance of the drivers of PT Karya Prima Usahatama. Discipline and job satisfaction simultaneously affect the performance of the drivers of PT Karya Prima Usahatama. The highest Correlation between Dimensions contained in the relationship between Obey the Time Rules Dimension on job satisfaction with Working Quantity Dimension on employee performance. The highest Correlation between Variables found in the relationship between Work Discipline with performance.

Keywords: discipline, job satisfaction, employee performance

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin dan kepuasan kerja terhadap kinerja tenaga pengemudi PT Karya Prima Usahatama. Data penelitian menggunakan data primer yang berasal dari penyebaran kuesioner terhadap sampel jenuh tenaga pengemudi PT Karya Prima Usahatama sebanyak 166 orang. Metode analisis yang digunakan pada penelitian ini adalah regresi linier berganda. Hasil penelitian diketahui bahwa Disiplin berpengaruh terhadap kinerja tenaga pengemudi PT Karya Prima Usahatama. Selain itu, Kepuasan berpengaruh terhadap kinerja tenaga pengemudi PT Karya Prima Usahatama. Disiplin dan kepuasan kerja secara bersama-sama berpengaruh terhadap Kinerja tenaga pengemudi PT Karya Prima Usahatama. Korelasi Antar Dimensi tertinggi terdapat pada hubungan antara Dimensi Taat Terhadap Aturan Waktu pada variabel Disiplin Kerja dengan Dimensi Kuantitas Kerja pada variabel Kinerja pegawai. Korelasi Antar Variabel tertinggi terdapat pada hubungan antara Disiplin Kerja dengan variabel Kinerja pegawai.

Kata kunci: Disiplin, Kepuasan Kerja, Kinerja Karyawan

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