

## **ABSTRACT**

*This research aims to analyze the effect of Compensation, Discipline and Organizational climate to Employee Performance. The object of this research are employees of the company PT. Karya Mitra Insani. The research was conducted to 38 staff as respondents with saturated technique sampling uses. Multiple regression analysis was used in this research. The result found that compensation has a positive and significant effect to employee performance, Discipline has a positive and significant effect to employee performance and the Organizational climate has a positive and significant effect to employee performance.*

*Keyword: Compensation, Discipline, Organizational climate, and Employee Performance, PT Karya Mitra Insani.*



## ABSTRAK

Penelitian ini bertujuan untuk menganalisis hubungan antara variabel Kompensasi, Disiplin Kerja, Dan Iklim Organisasi terhadap Kinerja karyawan PT. Karya Mitra Insani. Tehnik sample jenuh digunakan pada 38 orang karyawan sebagai responden yang diteliti. Penelitian menggunakan pendekatan analisis regresi linier berganda. Hasil dari penelitian ini menunjukkan variabel Kompensasi memiliki pengaruh positif dan signifikan terhadap kinerja karyawan, variabel Disiplin Kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan dan variabel Iklim Organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: Kompensasi, Disiplin Kerja, Iklim Organisasi, dan Kinerja Karyawan PT. Karya Mitra Insani.



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