

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Kompensasi, Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan. Populasi dalam penelitian ini adalah karyawan PT. Gema Istana Artha yang berjumlah 80 karyawan. Sampel dalam penelitian ini berjumlah 80 orang. Sampel menggunakan sampel jenuh atau *Probability Sampling*. Metode analisis data menggunakan *Partial Least Square (PLS)*. Hasil penelitian membuktikan bahwa Kompensasi tidak berpengaruh secara signifikan terhadap Kinerja Karyawan. Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Dan Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan.

Kata Kunci : Kompensasi, Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan, *Partial Least Square*.



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ABSTRACT

This study aims to analyze the effect of Compensation, Work Discipline and Work Environment on Employee Performance. The population in this study were employees of PT. Gema Istana Artha with 80 employees.

The sample in this study amounted to 80 people. Samples using saturated samples or Probability Sampling. The data analysis method uses Partial Least Square (PLS). The results of the study prove that compensation has no significant effect on employee performance. Work Discipline has a positive and significant effect on Employee Performance. And the work environment has a positive and significant effect on employee performance.

Keywords: Compensation, Work Discipline, Work Environment, Employee Performance, Partial Least Square.



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