

## **ABSTRACT**

The purpose of this study was to determine the effect of discipline, compensation and development training on employee performance partially and simultaneously on the performance of employees of RSUD Bima. The population in this study was 240 people. Sampling using the consensus method. Data collection techniques with questionnaires, interviews and observations. Data analysis uses validity, reliability, classic assumptions, multiple regression and correlation between dimensions. Hypothesis testing using the T test, F test, and the Coefficient of Determination using SPSS version 25.0. The analysis shows that Discipline has a partially positive and significant effect on performance. Dispensation has a partially positive and significant effect on performance. Development training has a partially positive and significant effect on performance. As well as discipline, compensation and development training affect the performance of employees by 92.7% and the remaining 7.3% by other variables. Discipline is a dominant variable and influences the performance of employees at RSUD Bima.

**Keywords:** Discipline, Compensation, Development Training, Employee Performance



## **ABSTRAK**

Tujuan penelitian ini adalah untuk mengetahui pengaruh disiplin, kompensasi dan pelatihan pengembangan terhadap kinerja karyawan secara parsial dan simultan terhadap kinerja karyawan RSUD Bima. Populasi dalam penelitian ini adalah 240 orang. Pengambilan sampel menggunakan cara metode kosensus. Teknik pengumpulan data dengan kuisioner, wawancara dan observasi. Analisis data menggunakan uji validitas, realibilitas, asumsi klasik, regresi berganda dan korelasi antar dimensi. Pengujian hipotesis menggunakan uji T, uji F, dan Koefisien Determinasi menggunakan SPSS versi 25.0. Hasil analisis menunjukkan bahwa Disiplin berpengaruh secara parsial positif dan signifikan terhadap kinerja. Dispensasi berpengaruh secara parsial positif dan signifikan terhadap kinerja. Pelatihan pengembangan berpengaruh secara parsial positif dan signifikan terhadap kinerja. Serta disiplin, kompensasi dan pelatihan pengembangan berpengaruh terhadap kinerja karyawan sebesar 92.7% dan sisanya 7.3% oleh variabel lain. Disiplin merupakan variabel yang dominan dan berpengaruh terhadap kinerja karyawan di RSUD Bima.

**Kata kunci : Disiplin, Kompensasi, Pelatihan Pengembangan, Kinerja**

**Karyawan**

