ABSTRACT

This study aims to analyze the effect of work discipline, compensation and work motivation on the performance of STIE Jayakusuma employees. This study uses associative descriptive which is aimed at obtaining clarity and relationships about the variables to be examined. The population in this study were employees of STIE Jayakusuma. The sampling method used is saturated samples, sampling in the entire population amounting to 53 people. Primary data collection methods in the form of questionnaires using a Likert scale and interviews.

Validity and reliability testing used the Pearson product moment test and Cronbach Alpha statistics. The analytical method to answer the hypothesis uses multiple linear regression. The results of the research data were processed statistically using SPSS (Statistical Product for Service Solution) version 21.0.

The results of the study showed that work discipline, compensation and work motivation simultaneously had a positive and significant effect on the performance of STIE Jayakusuma employees. Compensation is the most dominant variable affecting the performance of STIE Jayakusuma employees.

Suggestions for this research are giving rewards to highly dedicated employees, providing incentives based on employee tenure, and involving employees in decision making and included in the important activities of Jayakusuma STIE by the leadership.

Keywords: Work Discipline, Compensation, Work Motivation, Employee Performance

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, kompensasi dan motivasi kerja terhadap kinerja karyawan STIE Jayakusuma. Penelitian ini menggunakan deskriptif asosiatif yang ditujukan untuk memperoleh kejelasan dan hubungan tentang variabel-variabel yang akan di teliti. Populasi pada penelitian ini adalah karyawan STIE Jayakusuma. Metode sampling yang digunakan yaitu sampel jenuh, pengambilan sampel pada keseluruhan populasi berjumlah 53 orang. Metode pengumpulan data primer berupa kuesioner dengan menggunakan skala Likert dan wawancara.

Pengujian validitas dan reliabilitas menggunakan uji pearson product moment dan statistik Cronbach Alpha. Metode analisis untuk menjawab hipotesis menggunakan regresi linier berganda. Data hasil penelitian diolah secara statisktik dengan menggunakan bantuan program SPSS *(Statistical Product for Service Solution)* versi 21.0.

Hasil penelitian menunjukkan disiplin kerja, kompensasi dan motivasi kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan STIE Jayakusuma. Kompensasi merupakan variabel yang paling dominan mempengaruhi kinerja karyawan STIE Jayakusuma.

Saran untuk penelitian ini yaitu pemberian reward kepada karyawan yang berdedikasi tinggi, pemberian insentif berdasarkan masa kerja karyawan, dan melibatkan karyawan dalam pengambilan keputusan dan diikut sertakan dalam kegiatan-kegiatan penting STIE Jayakusuma oleh pimpinan.

Kata kunci : Disiplin Kerja, Kompensasi, Motivasi Kerja, Kinerja Karyawan

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