

ABSTRAK

Skripsi dengan judul “Pengaruh Kompensasi, Disiplin Kerja dan Motivasi Kerja terhadap Kinerja Karyawan di PT. Gemilang Logam Tulungagung,” penulis Syaikul Rodina, NIM. 12402183050, Progam Studi Ekonomi Syariah, Jurusan Ekonomi Syariah, Fakultas Ekonomi dan Bisnis Islam, Universitas Islam Negeri Sayyid Ali Rahmatullaah Tulungagung dibimbing oleh Citra Mulya Sari, M.E.

Latar belakang penelitian ini keberhasilan perusahaan dari kualitas dan kuantitas produk hasil kinerja karyawan. Kinerja karyawan dalam pencapaian target perusahaan perlu diperhatikan melalui faktor yang berpengaruh seperti kompensasi sesuai, sikap disiplin dalam bekerja, dan pemberian motivasi untuk mendorong kinerja karyawan.

Rumusan masalah dari penelitian ini adalah: (1) apakah kompensasi, disiplin kerja dan motivasi kerja secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan di PT. Gemilang Logam? (2) Apakah kompensasi berpengaruh secara signifikan terhadap kinerja karyawan di PT. Gemilang Logam? (3) Apakah motivasi berpengaruh secara signifikan terhadap kinerja karyawan di PT. Gemilang Logam? (4) Apakah motivasi kerja berpengaruh secara signifikan terhadap kinerja karyawan di PT. Gemilang Logam?.

Penelitian ini menggunakan pendekatan kuantitatif, dengan jenis penelitian asosiatif. Populasi yang digunakan adalah seluruh karyawan yaitu 50 orang karyawan dan teknik sampling jenuh. Pengumpulan data menggunakan data primer dan dianalisis dengan regresi linier berganda.

Hasil penelitian ini adalah: (1) kompensasi, disiplin kerja, dan motivasi kerja secara bersama-sama memiliki pengaruh positif dan signifikan terhadap kinerja karyawan di PT. Gemilang Logam. (2) Kompensasi memiliki pengaruh positif dan signifikan terhadap kinerja karyawan di PT. Gemilang Logam. (3) Disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan di PT. Gemilang Logam. (4) Motivasi kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan di PT. Gemilang Logam.

Kata Kunci: Disiplin kerja, Kinerja Karyawan, Kompensasi, dan Motivasi Kerja.

ABSTRACT

Thesis with the title "The Effect of Compensation, Work Discipline and Work Motivation on Employee Performance at PT. Gemilang Logam Tulungagung," author Syaikul Rodina, NIM. 12402183050, Sharia Economics Study Program, Department of Sharia Economics, Faculty of Islamic Economics and Business, Sayyid Ali Rahmatullaah Tulungagung State Islamic University guided by Citra Mulya Sari, M.E.

The background of this research is the company's success from the quality and quantity of products resulting from employee performance. Employee performance in achieving company targets needs to be considered through influential factors such as appropriate compensation, disciplined attitudes at work, and providing motivation to encourage employee performance.

The formulation of the problem from this study is: (1) whether compensation, work discipline and work motivation together have a significant effect on employee performance at PT. Gemilang Logam? (2) Whether compensation has a significant effect on the performance of employees in PT. Gemilang Logam? (3) Whether motivation has a significant effect on employee performance at PT. Gemilang Logam? (4) Whether work motivation has a significant effect on employee performance at PT. Gemilang Logam?.

Research uses a quantitative approach, with an associative research. The population used is all employees, 50 employees and the sampling technique is saturated. Data collection used primary and analyzed multiple linear regression.

The results of this study are: (1) compensation, work discipline, and work motivation together have a positive and significant influence on employee performance at PT. Gemilang Logam. (2) Compensation has a positive and significant influence on the performance of employees in PT. Gemilang Logam. (3) Work discipline has a positive and significant influence on the performance of employees at PT. Gemilang Logam. (4) Work motivation has a positive and significant influence on employee performance at PT. Gemilang Logam.

Keywords: Compensation, Employee Performance, Work discipline, and Work Motivation.