

ABSTRAK

Nur Aniza, 2023 : Pengaruh Disiplin Kerja, Motivasi Kerja, Kepuasan Kerja, dan Komitmen Karyawan Terhadap Kinerja Karyawan pada PT POS INDONESIA (PERSERO) TANJUNGPINANG.
Dosen Pembimbing Ir. Firmansyah Kusasi ST.,MT dan Risdy Absari Indah Pratiwi,S.E., M.Si.

Penelitian ini bertujuan untuk menjelaskan Pengaruh Disiplin Kerja, Motivasi Kerja, Kepuasan Kerja, dan Komitmen Karyawan Terhadap Kinerja Karyawan. Populasi dalam penelitian ini adalah 55 karyawan PT POS INDONESIA (persero) TANJUNGPINANG. Pengambilan sampel dengan Teknik jenuh, jumlah sampel sebanyak 55 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Kuesioner diuji validitas dan reliabilitasnya. Analisis data menggunakan analisis regresi linier berganda yang meliputi uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Disiplin Kerja (X1), Motivasi Kerja (X2), Kepuasan Kerja (X3), dan Komitmen Karyawan (X4) berpengaruh signifikan terhadap kinerja karyawan. Hasil uji F diperoleh nilai Fhitung sebesar 52,714 dengan nilai Ftabel sebesar 2,79 yang menunjukkan bahwa variabel Disiplin Kerja, Motivasi Kerja, Kepuasan Kerja, dan Komitmen Karyawan secara simultan berpengaruh signifikan terhadap variabel kinerja karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 79,3% variabel Kinerja Karyawan dipengaruhi oleh variabel Disiplin Kerja, Motivasi Kerja, Kepuasan Kerja, dan Komitmen Karyawan. Sisanya 20,7% dipengaruhi oleh faktor lain yang tidak termasuk dalam penelitian ini, seperti Kompensasi dan Beban kerja.

KATA KUNCI : Disiplin Kerja, Motivasi Kerja, Kepuasan Kerja, Komitmen Karyawan, Kinerja Karyawan

ABSTRACT

Nur aniza 2023 : The Effect of Work Discipline, Work Motivation, Job Satisfaction, and Employee Commitment on Employee Performance at PT POS INDONESIA (PERSERO) TANJUNGPINANG. Supervisor Ir. Firmansyah Kusasi ST., MT and Risdy Absari Indah Pratiwi, S.E., M.Si

This study aims to explain the influence of work discipline, work motivation, job satisfaction, and employee commitment to employee performance. The population in this study were 55 employees of PT POS INDONESIA (Persero) TANJUNGPINANG. Sampling with saturation technique, the number of samples is 55 employees. This type of research is quantitative research. The questionnaire was tested for validity and reliability. Data analysis used multiple linear regression analysis which included the t test, F test and the coefficient of determination. The results showed that partially the variables of Work Discipline (X1), Work Motivation (X2), Job Satisfaction (X3), and Employee Commitment (X4) have a significant effect on employee performance. The results of the F test obtained an Fcount of 52.714 with an F table value of 2.79 which indicates that the variables of Work Discipline, Work Motivation, Job Satisfaction, and Employee Commitment simultaneously have a significant effect on employee performance variable (Y). Based on the coefficient of determination test, about 79.3% of the Employee Performance variable is influenced by the variables of Work Discipline, Work Motivation, Job Satisfaction, and Employee Commitment. The remaining 20.7% is influenced by other factors not included in this study, such as compensation and workload.

Keywords : Work Discipline, Work Motivation, Job Satisfaction, Employee Commitment, Employee Performance