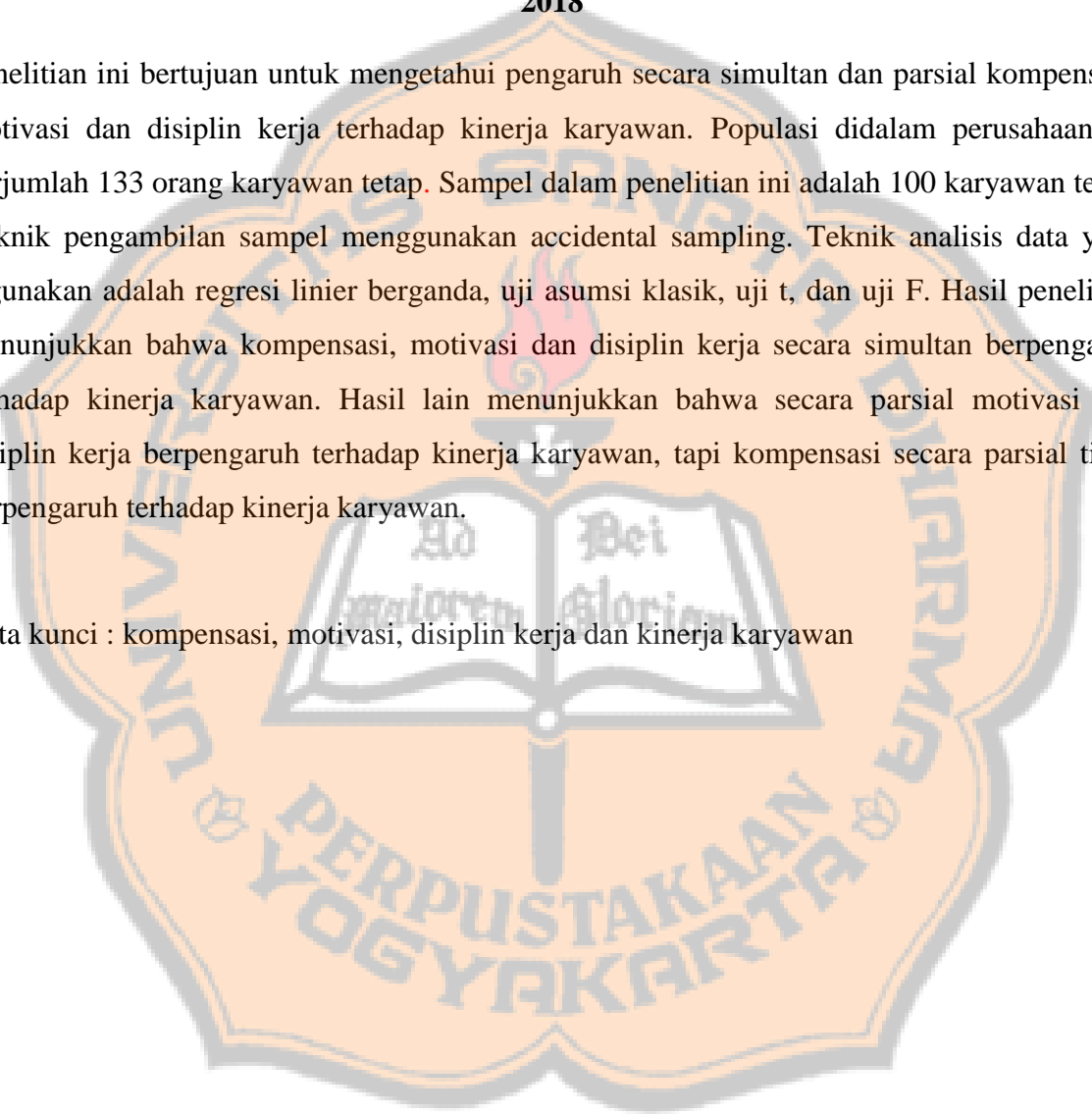


**ABSTRAK**  
**PENGARUH KOMPENSASI, MOTIVASI, DISIPLIN KERJA**  
**TERHADAP KINERJA KARYAWAN**  
**Studi pada Karyawan Tetap PT. Macanan Jaya Cemerlang**  
**Kabupaten Klaten**

**Kurniawan Budi Utomo**  
**Universitas Sanata Dharma**  
**Yogyakarta**  
**2018**

Penelitian ini bertujuan untuk mengetahui pengaruh secara simultan dan parsial kompensasi, motivasi dan disiplin kerja terhadap kinerja karyawan. Populasi didalam perusahaan ini berjumlah 133 orang karyawan tetap. Sampel dalam penelitian ini adalah 100 karyawan tetap. Teknik pengambilan sampel menggunakan accidental sampling. Teknik analisis data yang digunakan adalah regresi linier berganda, uji asumsi klasik, uji t, dan uji F. Hasil penelitian menunjukkan bahwa kompensasi, motivasi dan disiplin kerja secara simultan berpengaruh terhadap kinerja karyawan. Hasil lain menunjukkan bahwa secara parsial motivasi dan disiplin kerja berpengaruh terhadap kinerja karyawan, tapi kompensasi secara parsial tidak berpengaruh terhadap kinerja karyawan.

Kata kunci : kompensasi, motivasi, disiplin kerja dan kinerja karyawan



**ABSTRACT**  
**THE INFLUENCE OF COMPENSATION, MOTIVATION, WORK DISCIPLINE ON**  
**EMPLOYEES' PERFORMANCE**  
**A Case Study on Permanent Employees PT. Macanan Jaya Cemerlang**  
**at Klaten**

**Kurniawan Budi Utomo**  
**Sanata Dharma University**  
**Yogyakarta**  
**2018**

The aim of this study is to know simultaneous and partial influence of compensation, motivation and work discipline on employees' performance. The population in this study consists of 133 permanent employees. The sample of this study includes 100 permanent employees. The sampling technique used is accidental sampling. The data analysis techniques used are multiple linear regression, classical assumption test, t test, and F test. The results of the study show that the compensation, the motivation and the work discipline simultaneously influence the performance of the employees. The other result shows that the motivation and the work discipline partially influence the employees' performance, but the compensation partially does not influence the employees' performance.

Keywords: compensation, motivation, work discipline and employee performance