

ABSTRAK

PENGARUH KEDISIPLINAN, *PUNISHMENT*, DAN KOMPENSASI TERHADAP KINERJA KARYAWAN DI PT. WELANI JAYA SOROAKO

Chaerul Halim Aunal
Universitas Sanata Dharma
Yogyakarta
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Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kedisiplinan, *punishment*, dan kompensasi terhadap kinerja karyawan di PT. Welani Jaya Soroako, (2) pengaruh kedisiplinan terhadap kinerja karyawan di PT. Welani Jaya Soroako, (3) pengaruh *punishment* terhadap kinerja karyawan di PT. Welani Jaya Soroako, (4) pengaruh kompensasi terhadap kinerja karyawan di PT. Welani Jaya Soroako. Jenis penelitian ini adalah kuantitatif. Populasi dalam penelitian ini yakni seluruh karyawan PT. Welani Jaya Soroako yang bekerja pada divisi helper, dengan sampel sebanyak 77 responden. Teknik pengambilan sampel menggunakan *sampling* jenuh. Teknik pengumpulan data dalam penelitian ini adalah kuesioner. Uji instrumen penelitian menggunakan uji validitas dan reliabilitas. Teknik analisis data yang digunakan adalah analisis regresi linear berganda yang dipakai menggunakan aplikasi IBM SPSS Statistic 23. Hasil penelitian menunjukkan bahwa: (1) kedisiplinan, *punishment*, dan kompensasi berpengaruh secara simultan terhadap kinerja karyawan di PT. Welani Jaya Soroako, (2) kedisiplinan berpengaruh secara parsial terhadap kinerja karyawan di PT. Welani Jaya Soroako, (3) *punishment* secara parsial tidak berpengaruh terhadap kinerja karyawan di PT. Welani Jaya Soroako, (4) kompensasi berpengaruh secara parsial terhadap kinerja karyawan di PT. Welani Jaya Soroako.

Kata Kunci: Kedisiplinan, *Punishment*, Kompensasi, Kinerja Karyawan

ABSTRACT

THE EFFECT OF DISCIPLINE, PUNISHMENT, AND COMPENSATION ON EMPLOYEE PERFORMANCE AT PT. WELANI JAYA SOROAKO

Chaerul Halim Aunal
Sanata Dharma University
Yogyakarta
2023

This study aims to determine: (1) the effect of discipline, punishment, and compensation on employee performance at PT. Welani Jaya Soroako, (2) the effect of discipline on employee performance at PT. Welani Jaya Soroako, (3) the effect of punishment on employee performance at PT. Welani Jaya Soroako, (4) the effect of compensation on employee performance at PT. Welani Jaya Soroako. This type of research is quantitative. The population in this study are all employees of PT. Welani Jaya Soroako who works in the helper division, with a sample of 77 respondents. The sampling technique uses a saturated sample. The data collection technique in this study was a questionnaire. The research instrument test uses validity and reliability tests. The data analysis technique used is multiple linear regression analysis which by calculated using the IBM SPSS Statistics 23 application. The results show that: (1) discipline, punishment, and compensation have a simultaneous effect on employee performance at PT. Welani Jaya Soroako, (2) discipline has a partial effect on employee performance at PT. Welani Jaya Soroako, (3) punishment partially does not affect employee performance at PT. Welani Jaya Soroako, (4) compensation has a partial effect on employee performance at PT. Welani Jaya Soroako.

Keywords: Discipline, Punishment, Compensation, Employee Performance