

ABSTRAK

**PENGARUH KOMPETENSI KERJA, DISIPLIN KERJA, DAN
KOMPENSASI TERHADAP KINERJA KARYAWAN
PADA CV MULIA ALAM**

Nicholas Krisma Buana

Prodi Manajemen Fakultas Ekonomi

Universitas Sanata Dharma

Yogyakarta

2025

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kompetensi kerja, disiplin kerja, dan kompensasi secara simultan terhadap kinerja karyawan di CV. Mulia Alam, (2) pengaruh kompetensi kerja terhadap kinerja karyawan di CV. Mulia Alam, (3) pengaruh disiplin kerja terhadap kinerja karyawan di CV. Mulia Alam, dan (4) pengaruh kompensasi terhadap kinerja karyawan di CV. Mulia Alam. Populasi dalam penelitian ini terdiri dari seluruh karyawan CV. Mulia Alam. Penelitian ini merupakan penelitian sensus di mana seluruh anggota populasi diambil sebagai sampel. Data diperoleh dengan membagikan kuesioner kepada 45 karyawan yang bekerja di CV. Mulia Alam. Penelitian ini dilaksanakan pada bulan Maret 2025. Analisis data yang digunakan dalam penelitian ini meliputi analisis regresi linear berganda, uji F, dan uji t, dengan bantuan aplikasi SPSS. Hasil penelitian ini menunjukkan bahwa: (1) kompetensi kerja, disiplin kerja, dan kompensasi secara simultan berpengaruh terhadap kinerja karyawan, (2) kompetensi kerja berpengaruh secara parsial terhadap kinerja karyawan, (3) disiplin kerja berpengaruh secara parsial terhadap kinerja karyawan, dan (4) kompensasi berpengaruh secara parsial terhadap kinerja karyawan.

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

ABSTRACT

***THE INFLUENCE OF WORK COMPETENCE, WORK DISCIPLINE, AND
COMPENSATION ON EMPLOYEE PERFORMANCE
AT CV MULIA ALAM***

Nicholas Krisma Buana
Sanata Dharma University
Yogyakarta
2025

This study aims to determine: (1) the influence of work competence, work discipline, and compensation simultaneously on employee performance at CV. Mulia Alam, (2) the influence of work competence on employee performance at CV. Mulia Alam, (3) the influence of work discipline on employee performance at CV. Mulia Alam, and (4) the influence of compensation on employee performance at CV. Mulia Alam. The population in this study consists of all employees of CV. Mulia Alam. This is a census study in which all members of the population were taken as the sample. Data were obtained by distributing a questionnaire to 45 employees working at CV. Mulia Alam. The research was conducted in March 2025. The data analysis used in this study includes multiple linear regression analysis, F-test, and t-test, assisted by the SPSS application. The results of this study show that: (1) work competence, work discipline, and compensation simultaneously influence employee performance, (2) work competence has a partial influence on employee performance, (3) work discipline has a partial influence on employee performance, and (4) compensation has a partial influence on employee performance.

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