

**ABSTRAK**

**KONTRIBUSI MOTIVASI KERJA, DISIPLIN KERJA, KEADILAN  
KOMPENSASI TERHADAP PRESTASI KERJA KARYAWAN MIROTA  
KAMPUS JALAN SOLO BABARSARI YOGYAKARTA**

Fransiscus Yoga Triatmaja

Universitas Sanata Dharma

081324051

Penelitian ini bertujuan untuk mengetahui kontribusi motivasi kerja, disiplin kerja dan keadilan kompensasi terhadap prestasi kerja karyawan PT Mirota Kampus Jalan Solo Babarsari Yogyakarta.

Penelitian ini merupakan jenis penelitian asosiatif hubungan kausal yang dilaksanakan pada bulan Januari-Februari 2013. Populasi dari penelitian ini adalah seluruh karyawan PT Mirota Kampus Jalan Solo Babarsari Yogyakarta. Sampel yang diteliti sebanyak 96 responden. Sampel diambil dengan teknik *Sampling Jenuh*. Data dikumpulkan menggunakan beberapa teknik yaitu : dokumentasi, observasi serta kuisisioner yang telah teruji validitas dan reliabilitasnya. Analisis data dengan menggunakan analisis *Regresi Linier Berganda*.

Hasil penelitian ini menunjukkan bahwa: (1) motivasi kerja berkontribusi secara signifikan terhadap prestasi kerja karyawan sebesar 34,5% { $t_{hitung} 3,399 > t_{tabel} 1,986$  atau nilai sig ( $p$ )  $0,001 < 0,05$ }, (2) disiplin kerja berkontribusi secara signifikan terhadap prestasi kerja karyawan sebesar 42,2% { $t_{hitung} 5,863 > t_{tabel} 1,986$  atau nilai sig ( $p$ )  $0,000 < 0,05$ }, (3) keadilan kompensasi berkontribusi secara signifikan terhadap prestasi kerja karyawan sebesar 23,2% { $t_{hitung} 2,264 > t_{tabel} 1,986$  atau nilai sig ( $p$ )  $0,026 < 0,05$ }, (4) variabel motivasi kerja, disiplin kerja dan keadilan kompensasi secara bersama-sama dapat menjelaskan variabel prestasi kerja karyawan sebesar 52,5% sedangkan variabel lain di luar model dapat menjelaskan variabel prestasi kerja karyawan sebesar 47,5%, data tersebut dapat ditunjukkan dengan nilai *adjusted R square* sebesar 0,525. {nilai sig ( $p$ )  $0,000 < 0,05$ }

**ABSTRACT**

**THE CONTRIBUTION OF WORKING MOTIVATION, WORKING DISCIPLINE, FAIRNESS OF COMPENSATION TOWARD WORKING ACHIEVEMENT OF EMPLOYEES OF PT MIROTA KAMPUS JALAN SOLO BABARSARI YOGYAKARTA**

Fransiscus Yoga Triatmaja

Sanata Dharma University

081324051

This study aims to determine the contribution of working motivation, working discipline and fairness of compensation toward working achievement of the employees of PT Mirota Kampus Jalan Solo Babarsari Yogyakarta.

This study is an associative causal relationship type of study conducted in January-February 2013. Population of this study were all employees of PT Mirota Kampus Jalan Solo Babarsari Yogyakarta. Samples were 96 respondents. Samples were taken by saturated sampling techniques. Data were collected by using: documentation, observation and questionnaires that have been tested for their validity and reliability. Analysis of the data is linear regression analysis.

The results show that: (1) working motivation contribute significantly to working achievement of employees by 34.5% { $t\ 3.399 > 1.986\ t_{table}$  or sig ( $\rho$ ) 0.001 <0.05}, (2) working discipline contribute significantly to working achievement of employees by 42.2% { $t\ 5.863 > 1.986\ t_{table}$  or sig ( $\rho$ ) 0.000 <0.05}, (3) fairness of compensation contributed significantly to working achievement of employees by 23.2% { $t\ 2.264 > t_{table}\ 1,986$  or sig ( $\rho$ ) 0.026 <0.05}, (4) variable working motivation, working discipline and fairness of compensation simultaneously may explain variable working achievement of employees by 52.5% while other variables outside the model can explain variable working achievement of employees by 47.5%, the data can be demonstrated by the adjusted R square value of 0.525. {sig ( $\rho$ ) 0.000 <0.05}