

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Disiplin Kerja dan Beban Kerja terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening di PT. Teluk Luas Padang. Populasi penelitian ini adalah karyawan PT. Teluk Luas Padang sebanyak 48 orang. Teknik pengumpulan sampel pada penelitian ini menggunakan metode sampel jenuh dengan sampel 48 orang karyawan. Teknik pengumpulan data melalui kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data dalam penelitian ini menggunakan metode *Structural Equation Modeling* (SEM) SmartPLS 3. Penyebaran kuesioner sebanyak 40 indikator pertanyaan. Dari 40 indikator pertanyaan kuesioner setelah dilakukan uji validitas dan realibilitas menghasilkan 40 indikator dengan nilai *Average Variance Extracted* (AVE) yaitu Disiplin Kerja sebanyak 0,819 dan nilai reliabilitas 0,978, Beban Kerja sebanyak 0,803 dan nilai reliabilitas 0,976, Kinerja Karyawan sebanyak 0,868 dan nilai reliabilitas 0,985, Kepuasan Kerja sebanyak 0,751 dan nilai reliabilitas 0,968. Hasil penelitian menunjukkan bahwa Disiplin Kerja berpengaruh positif dan signifikan terhadap kepuasan kerja, beban kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, beban kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja. Beban kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja. Kontribusi variabel Disiplin Kerja dan Beban Kerja terhadap Kepuasan Kerja yaitu sebesar 64,9% serta Kontribusi variabel Disiplin Kerja, Beban Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan yaitu sebesar 30,8%.

Kata Kunci : Disiplin Kerja, Beban Kerja, Kinerja Karyawan, Kepuasan Kerja.

ABSTRACT

This study aims to determine the extent of the influence of Work Discipline and Workload on Employee Performance with Job Satisfaction as an Intervening Variable at PT. Teluk Luas Padang. The population of this study was employees of PT. Teluk Luas Padang totaling 48 people. The sampling technique in this study used the saturated sample method with a sample size of 48 employees. The data collection technique was through a questionnaire that had been tested for validity and reliability. The data analysis technique in this study used the Structural Equation Modeling (SEM) SmartPLS 3 method. The distribution of the questionnaire consisted of 40 question indicators. From 40 indicators of questionnaire questions after validity and reliability tests were conducted, 40 indicators were produced with Average Variance Extracted (AVE) values, namely Work Discipline of 0.819 and a reliability value of 0.978, Workload of 0.803 and a reliability value of 0.976, Employee Performance of 0.868 and a reliability value of 0.985, Job Satisfaction of 0.751 and a reliability value of 0.968. The results of the study indicate that Work Discipline has a positive and significant effect on job satisfaction, workload has a positive and significant effect on job satisfaction. Work discipline has a positive and significant effect on employee performance, workload has a positive and significant effect on employee performance. Job satisfaction has a positive and significant effect on employee performance. Work discipline has a positive and insignificant effect on employee performance through job satisfaction. Workload has a positive and significant effect on employee performance through job satisfaction. The contribution of the variables Work Discipline and Workload to Job Satisfaction is 64.9% and the contribution of the variables Work Discipline, Workload and Job Satisfaction to Employee Performance is 30.8%.

Keywords : Work Discipline, Workload, Employee Performance, Job Satisfaction.