

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kompensasi, disiplin kerja, lingkungan kerja dan komitmen organisasi secara bersama-sama dan parsial terhadap kinerja karyawan bagian penggilingan PT. Transco Pratama CRF Dharmasraya. Variabel bebas penelitian yaitu Kompensasi (X1), Disiplin Kerja (X2), Lingkungan kerja (X3) dan Komitmen Organisasi (X4) dan variabel terikat adalah Kinerja (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, uji asumsi klasik, analisis korelasi, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F serta koefisien determinasi (R^2).

Berdasarkan uji parsial (Uji t) diperoleh: (a) kompensasi secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan tingkat signifikan 0.035 (b) disiplin kerja secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan tingkat signifikan 0,039 (c) lingkungan kerja secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan tingkat signifikan 0,001 (d) komitmen organisasi secara parsial berpengaruh signifikan terhadap kinerja karyawan dengan tingkat signifikan 0,000. Berdasarkan uji hipotesis secara simultan (Uji F) dapat diketahui bahwa kompensasi, disiplin kerja, lingkungan kerja dan komitmen organisasi berpengaruh signifikan terhadap kinerja karyawan dengan tingkat signifikan 0,000.

Kata Kunci : Kompensasi, disiplin kerja, lingkungan kerja, komitmen organisasi dan kinerja

ABSTRACT

This study aims to determine how much influence compensation, work discipline, work environment and organizational commitment jointly and partially on the performance of employees of the milling division of PT. Transco Pratama CRF Dharmasraya. The independent variables of the study are Compensation (X1), Work Discipline (X2), Work Environment (X3)

and Organizational Commitment (X4) and the dependent variable is Performance (Y). Methods of data collection through surveys and distributing questionnaires. The analytical method used is the validity and reliability test, classical assumption test, correlation analysis, multiple regression analysis, to test the hypothesis used the t test and F test and the coefficient of determination (R²).

Based on the partial test (t test), it is obtained: (a) compensation partially has a significant effect on employee performance with a significant level of 0.035 (b) work discipline partially has a significant effect on employee performance with a significant level of 0.039 (c) the work environment partially has a significant effect on employee performance with a significant level of 0.001 (d) partially organizational commitment has a significant effect on employee performance with a significant level of 0.000. Based on the simultaneous hypothesis test (Test F), it can be seen that compensation, work discipline, work environment and organizational commitment have a significant effect on employee performance with a significant level of 0.000.

Keywords: Compensation, work discipline, work environment, organizational commitment and performance