

## ABSTRAK

Andika Ditya, Nomor BP : 17101155310719 , Manajemen, 2021, “ **Pengaruh Etos Kerja, Disiplin Kerja dan Komitmen Organisasi Terhadap Kinerja Karyawan pada PT. Kilang Lima Gunung Padang**, dibawah bimbingan Ibu Fitri Yeni, S.E., M.M dan Ibu Mardhatila Fitri Sopali, S.E., M.M. Penelitian ini bertujuan untuk mengetahui dan menganalisis Pengaruh Etos Kerja, Disiplin Kerja dan Komitmen Organisasi Terhadap Kinerja Karyawan pada PT. Kilang Lima Gunung Padang, baik secara parsial maupun secara simultan.

Hasil penelitian menunjukkan persamaan regresi  $Y = 21,487 + 0,178 X_1 + 0,209 X_2 + 0,342 X_3$  Hasil uji hipotesis secara parsial diperoleh bahwa variabel Etos Kerja, Disiplin Kerja dan Komitmen Organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil uji hipotesis secara simultan juga diperoleh variabel Etos Kerja, Disiplin Kerja dan Komitmen Organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT. Kilang Lima Gunung Padang. Kontribusi ketiga variabel bebas tersebut di atas terhadap kinerja karyawan adalah sebesar koefisien determinasi Adjusted R Square 64,4% sedangkan sisanya 35,6% dari variabel lain yang tidak diteliti. Secara parsial terbukti komitmen organisasi memiliki pengaruh yang paling dominan.

Disarankan menunjukkan masih ada variabel-variabel yang harus diperhatikan dalam penelitian. Penelitian-penelitian lebih lanjut hendaknya menambah variabel lain yang dapat mempengaruhi kinerja karyawan seperti variabel lingkungan kerja, evaluasi kerja, kompensasi dan lain sebagainya dan lain sebagainya. karena semakin tinggi kinerja karyawan maka akan mempengaruhi perusahaan dalam mencapai tujuannya.

**Kata Kunci: Etos Kerja, Disiplin Kerja, Komitmen Organisasi, dan Kinerja Karyawan**

## ABSTRACT

Andika Ditya, BP Number: 17101155310719, Management, 2021, "The Effect of Work Ethic, Work Discipline and Organizational Commitment on Employee Performance at PT. Five Gunung Padang Refinery, under the guidance of Mrs. Fitri Yeni, S.E., M.M and Mrs. Mardhatila Fitri Sopali, S.E., M.M. This study aims to determine and analyze the effect of work ethic, work discipline and organizational commitment on employee performance at PT. Five Gunung Padang refinery, either partially or simultaneously.

The results showed that the regression equation  $Y = 21.487 + 0.178 X_1 + 0.209 X_2 + 0.342 X_3$ . The results of partial hypothesis testing showed that the variables of Work Ethic, Work Discipline and Organizational Commitment had a positive and significant effect on employee performance. The results of hypothesis testing simultaneously also obtained that the variables of Work Ethic, Work Discipline and Organizational Commitment had a positive and significant effect on employee performance at PT. The Five Mountains of Padang refinery. The contribution of the three independent variables above to employee performance is the coefficient of determination of Adjusted R Square 64.4% while the remaining 35.6% is from other variables not examined. Partially proven organizational commitment has the most dominant influence.

It is recommended to show that there are still variables that must be considered in the study. Further studies should add other variables that can affect employee performance such as work environment variables, job evaluation, compensation and so on and so forth. because the higher the employee's performance it will affect the company in achieving its goals.

**Keywords: Work Ethic, Work Discipline, Organizational Commitment, and Employee Performance**