

## **ABSTRAK**

Penelitian mengenai faktor yang memengaruhi kinerja karyawan di RS. PKU Muhammadiyah Banyuwangi. Tujuan dari penelitian ini adalah menganalisis pengaruh pelatihan, insentif dan disiplin kerja terhadap kinerja karyawan secara parsial dan simultan. Teori yang digunakan pada penelitian ini adalah teori pelatihan, insentif, disiplin kerja dan kinerja karyawan. Jenis penelitian deskriptif kuantitatif dengan desain penelitian eksplanatori. Populasi dalam penelitian ini adalah seluruh perawat di RS. PKU Muhammadiyah Rogojampi yang berjumlah 43 perawat. Semua populasi dijadikan sampel atau menggunakan sensus sampling. Alat analisis menggunakan regresi linier berganda dengan software SPSS. Hasil uji t menunjukkan signifikansi pelatihan, insentif dan disiplin kerja lebih kecil dari taraf signifikansi, sehingga secara parsial berpengaruh signifikan terhadap kinerja karyawan. Hasil uji F menunjukkan nilai signifikansi lebih kecil dari taraf signifikansi, sehingga secara simultan pelatihan, insentif dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan. Analisis regresi menunjukkan bahwa pelatihan, insentif dan disiplin kerja berpengaruh positif terhadap kinerja karyawan. Uji koefisien determinasi menunjukkan bahwa 79.3% kinerja karyawan di RS. PKU Muhammadiyah Banyuwangi dipengaruhi oleh pelatihan, insentif dan disiplin kerja. Sedangkan sisanya 20.7% dipengaruhi oleh variabel lain diluar model atau persamaan, seperti pengalaman kerja, lingkungan kerja, motivasi dan lain-lain.

**KATA KUNCI:** pelatihan, insentif, disiplin kerja dan kinerja karyawan

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*Research about factors that influence employee performance at RS. PKU Muhammadiyah Rogojampi. The purpose of this research is to analyze the influence of training, incentives and work discipline to the employee performance partial and simultaneous. The theory used in this research is the theory of training, incentives, work discipline, and employee performance. This type of research is descriptive quantitative and research design is explanatory. The population in this study are all nurses in the hospital PKU Muhammadiyah Rogojampi totaling 43 nurses. The samples used were 43 respondents, using the technique of probability sampling with sensus sampling. The analysis tool using multiple linear regression with SPSS software. t-test results showed significant value of training, incentives and work discipline is smaller than significance level, so that partially have a significant influence to the employee performance. F test results showed the significant value less than significance level, so that simultaneous influence of training, incentives and work discipline has a significant influence to the employee performance. Regression analysis showed training, incentives and work discipline have a positive influence to the employee performance. Coefficient determination test shows that 79.3% of employee performance at RS. PKU Muhammadiyah Rogojampi influenced by training, incentives and work discipline. While the remaining 20.7% is influenced by other variables outside the model or equation, like work experience, work environment, motivation and others.*

**KEY WORDS:** *training, incentives, work discipline, and employee performance*