

ABSTRAK

Penelitian ini berjudul “Pengaruh Pengawasan Kompensasi dan Budaya Organisasi Terhadap Disiplin Kerja Karyawan. Sebuah Study Empiris di PT. Lundin Industry Invest Banyuwangi“. Tujuan penelitian ini adalah (1) Untuk mengetahui pengaruh variabel pengawasan, kompensasi dan budaya organisasi secara parsial terhadap disiplin kerja karyawan di PT. Lundin Industry Invest Banyuwangi. (2) Untuk mengetahui pengaruh variabel pengawasan, kompensasi dan budaya organisasi secara simultan terhadap disiplin kerja karyawan di PT. Lundin Industry Invest Banyuwangi. Populasi dalam penelitian ini adalah karyawan PT. Lundin Industry Invest Banyuwangi sebanyak 90 orang. Analisis yang digunakan meliputi instrumen data (uji validitas dan uji reliabilitas), uji asumsi klasik (uji multikolonieritas, uji normalitas dan uji heteroskedastisitas), analisis regresi linier berganda, dan uji hipotesis (uji F uji T dan koefisien determinasi). Data dikelolah menggunakan SPSS 23 for windows. Dari hasil analisis menggunakan regresi dapat diketahui bahwa variabel pengawasan (X1), kompensasi (X2), dan budaya organisasi (X3), semua berpengaruh positif terhadap disiplin kerja (Y). Dari uji t diperoleh hasil pengawasan (0,000), kompensasi (0,001), dan budaya organisasi (0,004), semua berpengaruh positif dan signifikan terhadap disiplin kerja karyawan PT. Lundin Industry Invest Banyuwangi.

Kata Kunci: Pengawasan, Kompensasi, Budaya Organisasi dan Disiplin Kerja.

ABSTRACT

This study entitled "The Effect of Compensation Monitoring and Organizational Culture on Employee Discipline. An Empirical Study at PT. Lundin Industry Invest Banyuwangi ". The purpose of this study are (1) To determine the influence of control variables, compensation and organizational culture partially to the discipline of employees at PT. Lundin Industry Invest Banyuwangi. (2) To know the influence of supervisory, compensation and organizational culture variables simultaneously on employee work discipline in PT. Lundin Industry Invest Banyuwangi. Population in this research is employees of PT. Lundin Industry Invest Banyuwangi counted 90 people. The analysis used included data instrument (test of validity and reliability test), classic assumption test (multicollinearity test, normality test and heteroscedasticity test), multiple linear regression analysis, and hypothesis test (F test T test and coefficient of determination). Data is processed using SPSS 23 for windows. From the analysis result using regression can be seen that supervision variable (X1), compensation (X2), and organizational culture (X3), all positively influence to work discipline (Y). From t test, the result of supervision (0.000), compensation (0,001), and organizational culture (0,004), all have positive and significant effect to employee work discipline of PT. Lundin Industry Invest Banyuwangi.

Keywords: *Supervision, Compensation, Organizational Culture and Work Discipline.*

