

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari tiga variabel yaitu kompensasi kerja, disiplin kerja, dan lingkungan fisik terhadap kinerja karyawan. Hipotesis dalam penelitian ini kompensasi kerja, disiplin kerja, dan lingkungan fisik berpengaruh terhadap kinerja karyawan secara simultan maupun secara parsial. Objek penelitian ini adalah karyawan produksi PR. GAGAK HITAM Bondowoso yang memiliki jumlah populasi 80 responden menggunakan teknik sensus. Teknik pengumpulan data menggunakan observasi, wawancara dan kuesioner. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), analisis regresi linear berganda dan uji hipotesis (uji F, uji t, koefisien determinasi). Hasil penelitian menunjukkan bahwa kompensasi kerja, disiplin kerja dan lingkungan kerja fisik secara simultan berpengaruh terhadap kinerja karyawan dan kompensasi kerja, disiplin kerja dan lingkungan kerja fisik secara parsial berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci: kompensasi kerja, disiplin kerja dan lingkungan kerja fisik

ABSTRACT

This study aimed to determine the effect of three variables, they are work compensation, work discipline and phisycal working environment toward job performance of employees. Hypothesis in this research is work compensation, work discipline and phisycal working environment influential toward job performance of employees according to simultaneous or partial. This research object it's GAGAK HITAM Company has population 80 respondent's technique using is censust. Technique has been selected as a using Observation, interview, and questionnaire were used as a tool in data collection method. The analysis used in this research includes validity test, reliability test, classic assumption test (normality test, multicolinearity test, heteroscedasticity test), multiple linear regression analysis and test of hypothesis (F-test, t-test and the coefficient of determination). The result from this research extended that work compensation, work discipline and phisycal working environment has impact together toward job performance employees or simultaneous and then work compensation, work discipline and phisycal working environment was significance influential toward job performance employees.

Key words: *work compensation, work discipline and phisycal working environment*