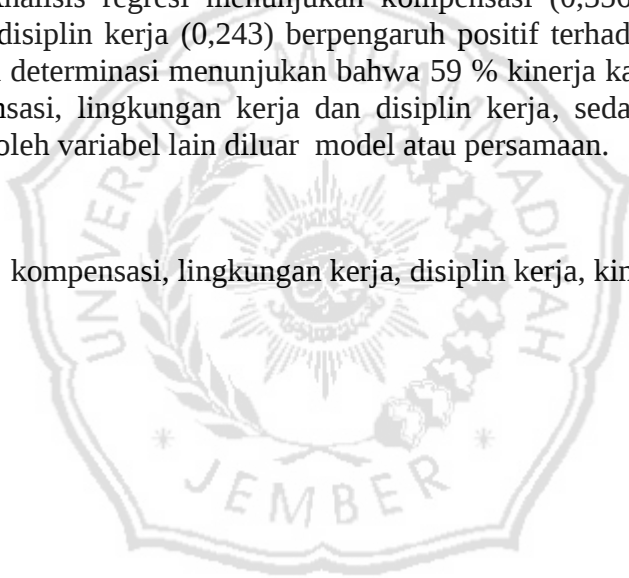


## ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari tiga variable yaitu kompensasi, lingkungan kerja dan disiplin kerja, terhadap kinerja karyawan. Hipotesis dalam penelitian ini kompensasi, lingkungan kerja dan disiplin kerja berpengaruh terhadap kinerja karyawan secara simultan maupun secara parsial. Objek penelitian ini adalah karyawan PT. GALAXY SURYA PANELINDO Lumajang yang memiliki jumlah sampel 75 responden menggunakan teknik simple random sampling. Teknik pengumpulan data menggunakan kuesioner dan wawancara. Alat analisis menggunakan regresi linier berganda. Hasil uji t menunjukkan signifikansi kompensasi (0,000), lingkungan kerja (0,001) dan disiplin kerja (0,009) lebih kecil dari 0,05, sehingga secara parsial berpengaruh signifikan terhadap kinerja karyawan. Hasil uji F menunjukkan nilai signifikansi sebesar 0,000 lebih kecil dari 0,05, sehingga secara simultan kompensasi, lingkungan kerja dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan. Analisis regresi menunjukkan kompensasi (0,356), lingkungan kerja (0,378) dan disiplin kerja (0,243) berpengaruh positif terhadap kinerja karyawan. Uji koefisien determinasi menunjukkan bahwa 59 % kinerja karyawan dipengaruhi oleh kompensasi, lingkungan kerja dan disiplin kerja, sedangkan sisanya 41% dipengaruhi oleh variabel lain diluar model atau persamaan.

**Kata kunci :** kompensasi, lingkungan kerja, disiplin kerja, kinerja karyawan



## **ABSTRACT**

*This study aimed to determine the effect of three variables, they are compensation, working environment and work discipline toward job performance of employees. Hypothesis in this research is compensation, working environment and work discipline influential toward job performance of employees according to simultaneous or partial. This research object it's GALAXY SURYA PANELINDO Company has sample 75 respondent's technique using is simple random sampling. Technique has been selected as a using questionnaire, interview and were used as a tool in data collection method. The tool of this analysis uses multiple linear regression. Then the result of t test shows that the amount of significant compensation is (0,000), working environment is (0,001), and work discipline is (0,009) in which this amount is less than 0,05 so that partially it effects on job performance of employees significantly. Meanwhile, the result of F test shows that the significant quantity is 0,000 in which this quantity is less than 0,05, so that the compensation, working environment and work discipline simultaneously toward job performance of employees. Regression analysis compensation (0,356), working environmen (0,378), and work discipline (0,243) give positive impact toward toward job performance of employees. Coefficient determination test shows that 59 % job performance of employees is influenced by compensation, working environment and work discipline, while the rest 41% is influenced by other variables outside the model or similar analysis.*

**Keywords** : work compensation, working environment, work discipline, performance of employees