

## **ABSTRAK**

Penelitian ini bertujuan untuk menganalisis pengaruh kompensasi kedisiplinan dan semangat kerja secara parsial terhadap Prestasi karyawan. Jenis penelitian deskriptif kuantitatif dengan desain penelitian kausal. Populasi didalam penelitian ini adalah seluruh karyawan PT Kantor Pos Kalibaru Banyuwangi. Sampel yang digunakan sebanyak 90 responden, menggunakan teknik *proporsional random sampling*. Hasil penelitian ini membuktikan bahwa kompensasi kedisiplinan dan semangat kerja secara parsial berpengaruh signifikan terhadap prestasi karyawan. Semua variabel independen memiliki nilai koefisien regresi positif, artinya semakin tinggi kompensasi kedisiplinan dan semangat kerja maka prestasi karyawan akan semakin meningkat.

Kata kunci: kompensasi,kedisiplinan dan semangat kerja terhadap prestasi karyawan



## **ABSTRACT**

*This study aims to analyze the influence of disciplinary compensation and work spirit partially on employee achievement. Type of quantitative descriptive research with causal research design. The population in this study were all employees of PT Pos Kalibaru Banyuwangi. The sample used was 90 respondents, using proportional random sampling technique. The results of this study prove that discipline compensation and morale partially have a significant effect on employee performance. All independent variables have a positive regression coefficient, meaning that the higher the discipline compensation and morale, the employee's performance will increase*

*Keywords: compensation, discipline and morale towards employee achievement*

