

# **PENGARUH KOMPENSASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT HIKARI NAIPAR JAYA INDONESIA**

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## **ABSTRAK**

Industri jasa konstruksi di Indonesia terus meningkat. PT. Hikari Naipar Jaya Indonesia pada 3 bulan terakhir kinerja karyawan mengalami penurunan dengan indikator penilaian perusahaan tidak memuaskan. Berdasarkan pra survey variabel-variabel yang mempengaruhi kinerja karyawan pada PT. Hakari Jaya Naipar Indonesia yaitu variabel kompensasi dan disiplin kerja. Sampel berdasarkan rumus Slovin dari populasi berjumlah 45 dengan taraf kesalahan 5%, maka sampel 41 responden. Metode analisis menggunakan analisis deskriptif dan verifikatif dengan Teknik analisis menggunakan analisis korelasi dan regresi berganda dan uji hipotesis t dan f serta koefisien determinasi R<sup>2</sup> menggunakan SPSS 22. Secara parsial variabel kompensasi Hasil uji-t diperoleh nilai t-hitung dari Kompensasi (X1) yaitu terdapat pengaruh variabel Kompensasi (X1) terhadap Kinerja (Y) karyawan pada PT. Hikari Naipar Jaya Indonesia. Sedangkan Disiplin kerja (X2) yaitu terdapat pengaruh variabel Disiplin kerja (X2) terhadap Kinerja (Y) anggota PT. Hikari Naipar Jaya Indonesia. Selain itu secara simultan hasil uji-F diperoleh nilai F-hitung yaitu terdapat pengaruh variabel Kompensasi (X1), dan Disiplin kerja (X2) terhadap Kinerja (Y) di PT. Hikari Naipar Jaya Indonesia. Hasil nilai koefisien determinasi yaitu 0,7921 atau 79,21%. Artinya Kinerja dapat dipengaruhi oleh variabel Kompensasi dan Disiplin kerja sebesar 79,21% dan sisanya 20,79% dipengaruhi variabel lain.

**Kata Kunci : Kompensasi, Disiplin Kerja, Kinerja**

# **THE EFFECT OF COMPENSATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT HIKARI NAIPAR**

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## **ABSTRACT**

*The construction service industry in Indonesia continues to grow. PT. Hikari Naipar Jaya Indonesia in the last 3 months employee performance has decreased with assessment indicators unsatisfactory company. Based on the pre-survey of the variables affect the performance of employees at PT. Hakari Jaya Naipar Indonesia is a variable compensation and work discipline. The sample is based on the Slovin formula of the total population 45 with an error rate of 5%, then a sample of 41 respondents. The method of analysis using descriptive analysis and verification with analysis techniques using correlation analysis and multiple regression and hypothesis testing t and f as well as the coefficient of determination R<sup>2</sup> using SPSS 22. Partially compensating variables. The results of the t-test obtained by the t-count value Compensation (X1), that is, there is an influence of the Compensation variable (X1) on Performance (Y) employees at PT. Hikari Naipar Jaya Indonesia. While work discipline (X2), namely there is an influence of work discipline variable (X2) on the performance (Y) of members of PT. Hikari Naipar Jaya Indonesia. In addition, simultaneously the results of the F-test obtained the calculated F-value, namely there is an influence of compensation (X1) and work discipline (X2) on performance (Y) at PT. Hikari Naipar Jaya Indonesia. The result of the coefficient of determination is 0.7921 or 79.21%. This means that performance can be influenced by the variables of compensation and work discipline of 79.21% and the remaining 20.79% is influenced by other variables.*

**Keywords: Compensation, Work Discipline, Performance**