

ABSTRAK

Penelitian ini berjudul “Pengaruh Kompensasi dan Disiplin Kerja terhadap Produktivitas Kerja Karyawan CV. Galuh Aji di Kulon Progo”. Tujuan dari penelitian ini adalah untuk mendeskripsikan, menganalisis, dan menyimpulkan pengaruh kompensasi finansial, kompensasi non finansial, dan disiplin kerja secara simultan terhadap produktivitas kerja karyawan, untuk mendeskripsikan, menganalisis, dan menyimpulkan pengaruh kompensasi finansial, kompensasi non finansial, dan disiplin kerja secara parsial terhadap produktivitas kerja karyawan, dan untuk mendeskripsikan, menganalisis, dan menyimpulkan pengaruh dominan diantara variabel kompensasi finansial, kompensasi non finansial, dan disiplin kerja terhadap produktivitas kerja karyawan.

Dalam penelitian ini sampel yang diambil adalah karyawan CV. Galuh Aji di Kulon Progo berjumlah 35 orang dengan teknik *total sampling*. Alat analisis yaitu analisis regresi linier berganda.

Hasil analisis menunjukkan bahwa variabel kompensasi finansial, kompensasi non finansial, dan disiplin kerja mempunyai pengaruh secara simultan terhadap produktivitas kerja Karyawan CV. Galuh Aji di Kulon Progo (nilai probabilitas F_{hitung} (0,000) < *Level of Significant* (0,05) dan nilai F_{hitung} (51,826) > F_{tabel} (2,92). Hal ini dapat diartikan, jika kompensasi finansial, kompensasi non finansial, dan disiplin kerja meningkat secara simultan, maka produktivitas kerja karyawan CV. Galuh Aji di Kulon Progo juga akan mengalami peningkatan. Variabel kompensasi finansial mempunyai pengaruh signifikan terhadap produktivitas kerja karyawan CV. Galuh Aji di Kulon Progo (nilai probabilitas t_{hitung} (0,023) < *Level of Significant* (0,05) dan nilai t_{hitung} (2,398) > t_{tabel} (2,042). Variabel kompensasi non finansial mempunyai pengaruh signifikan terhadap produktivitas kerja karyawan CV. Galuh Aji di Kulon Progo (nilai probabilitas t_{hitung} (0,002) < *Level of Significant* (0,05) dan nilai t_{hitung} (3,348) > t_{tabel} (2,042). Variabel disiplin kerja mempunyai pengaruh signifikan terhadap produktivitas kerja karyawan CV. Galuh Aji di Kulon Progo (nilai probabilitas t_{hitung} (0,000) < *Level of Significant* (0,05) dan nilai t_{hitung} (4,232) > t_{tabel} (2,042). Nilai koefisien beta masing-masing variabel kompensasi finansial, kompensasi non finansial, dan disiplin kerja sebesar 0,213, 0,487, dan 0,558, maka yang berpengaruh dominan terhadap produktivitas kerja karyawan adalah disiplin kerja.

Kata kunci: Kompensasi, Disiplin Kerja, Produktivitas Kerja.

ABSTRACT

This study entitled "The Effect of Compensation and Work Discipline on Employee Productivity CV. Galuh Ajiin Kulon Progo". The purpose of this study was to describe, analyze, and infer the simultaneous effect of financial compensation, non-financial compensation, and labor discipline on employee productivity, to describe, analyze, and conclude the effect of non-financial compensation, to describe, analyze, and infer the partial effect of financial compensation, non-financial compensation, and labor discipline on employee productivity, to describe, analyze, and conclude the effect of non-financial compensation, and to describe, analyze, and infer the dominant effect of financial compensation, non-financial compensation, and labor discipline on employee productivity, to describe, analyze, and conclude the effect of non-financial compensation.

In this study, samples taken are employees of CV. Galuh Ajiin Kulon Progo of 35 people with a total sampling technique. Analysis tools namely multiple linear regression analysis.

The analysis showed that the variables of financial compensation, non-financial compensation, and discipline have a simultaneous significant influence on employee productivity CV. Galuh Ajiin Kulon Progo (F-test probability value (0.0000) < significant Level of (0.05), variables of financial compensation have a significant influence on employee productivity CV. Galuh Ajiin Kulon Progo (t-test probability value (0.023) < significant Level of (0.05) and the t-test value (2.398) > t-table (2.042), the results of linear regression analysis show that non-financial compensation variables have a significant influence on employee productivity CV. Galuh Ajiin Kulon Progo (t-test probability value (0.002) < significant Level of (0.05) and the t-test value (3.348) > t-table (2.042), the results of linear regression analysis showed that the variable labor discipline has a significant influence on employee productivity CV. Galuh Ajiin Kulon Progo (t-test probability value (0.000) < significant Level of (0.05) and the value of t-count (4.232) > t-table (2.042), and the results of linear regression analysis showed that the variable labor discipline has a dominant influence on employee productivity CV. Galuh Ajiin Kulon Progo because the coefficient beta is larger 0,558 than 0,213 (financial compensation), 0,487 (non financial compensation).

Keywords: Compensation, Work Discipline, Work Productivity.