

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, komunikasi, dan disiplin kerja terhadap kinerja karyawan PT Jaswita Jabar, baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan jumlah sampel sebanyak 65 responden. Teknik pengumpulan data dilakukan melalui observasi, wawancara, dan kuesioner. Analisis data menggunakan metode *successive interval* (MSI), regresi linear berganda, korelasi berganda, koefisien determinasi, serta uji F dan uji t. Hasil penelitian menunjukkan bahwa kompensasi, komunikasi, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara simultan, pengaruh ketiga variabel tersebut terhadap kinerja karyawan sebesar 59,8%. Secara parsial, pengaruh kompensasi sebesar 18,55%, komunikasi sebesar 17,58%, dan disiplin kerja sebesar 23,66%.

Kata Kunci: Kompensasi, Komunikasi, Disiplin Kerja Dan Kinerja

Karyawan

ABSTRACT

This study aims to examine the influence of compensation, communication, and work discipline on employee performance at PT Jaswita Jabar, both partially and simultaneously. The research employed a descriptive and verificative method with a total sample of 65 respondents. Data were collected through observation, interviews, and questionnaires, while the analysis was conducted using the successive interval method (MSI), multiple linear regression, multiple correlation, coefficient of determination, and hypothesis testing with F-test and t-test. The findings indicate that compensation, communication, and work discipline have a positive and significant effect on employee performance. Simultaneously, these three variables contribute 59.8% to employee performance. Partially, compensation contributes 18.55%, communication 17.58%, and work discipline 23.66%.

Keywords: Compensation, Communication, Work Discipline and Employee Performance