

ABSTRAK

PENGARUH DISIPLIN KERJA, PENGALAMAN KERJA, KOMPENSASI NON FINANSIAL TERHADAP KINERJA KARYAWAN (Studi Kasus Pada PT Darmasindo Inti Karet)

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Penelitian ini bertujuan untuk mengetahui bagaimana Pengaruh Disiplin Kerja, Pengalaman Kerja, Kompensasi Non Finansial Terhadap Kinerja Karyawan (Studi Kasus Pada PT Darmasindo Inti Karet). Populasi dalam penelitian ini adalah karyawan bagian produksi pada PT Darmasindo Inti Karet yang berjumlah 40 orang. Sampel yang diambil sebanyak 40 responden dengan menggunakan metode total *sampling* karena jumlah sampel relatif kecil. Metode analisis regresi yang digunakan adalah regresi linear berganda dan untuk menguji hipotesis digunakan uji parsial (t) dan uji simultan (f). Data hasil penelitian dianalisis atau diolah dengan menggunakan bantuan program SPSS versi 25. Dari hasil penelitian ini dapat disimpulkan bahwa 1) hipotesis 1 diterima yaitu disiplin kerja berpengaruh terhadap kinerja karyawan PT Darmasindo Inti Karet, 2) hipotesis 2 diterima yaitu pengalaman kerja berpengaruh terhadap kinerja karyawan PT Darmasindo Inti Karet, 3) hipotesis 3 diterima kompensasi non finansial berpengaruh terhadap kinerja karyawan PT Darmasindo Inti Karet, 4) hipotesis 4 diterima disiplin kerja, pengalaman kerja dan kompensasi non finansial berpengaruh secara simultan terhadap kinerja karyawan PT Darmasindo Inti Karet.

**Kata kunci : Disiplin Kerja, Pengalaman Kerja, Kompensasi Non Finansial,
Kinerja Karyawan**

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ABSTRACT

THE INFLUENCE OF WORK DISCIPLINE, WORK EXPERIENCE, NON-FINANCIAL COMPENSATION ON EMPLOYEE PERFORMANCE (Case Study at PT Darmasindo Inti Karet)

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This study aims to find out how the influence of work discipline, work experience, non-financial compensation on employee performance (case study at PT Darmasindo Inti Karet). The population in this study were production employees at PT Darmasindo Inti Karet, totaling 40 people. Samples were taken as many as 40 respondents using the total sampling method because the number of samples was relatively small. The regression analysis method used is multiple linear regression and the partial test (t) and simultaneous test (f) are used to test the hypothesis. The research data were analyzed or processed using the SPSS version 25 program. From the results of this study it can be concluded that 1) hypothesis 1 is accepted, namely work discipline has an effect on employee performance at PT Darmasindo Inti Karet, 2) hypothesis 2 is accepted, namely work experience has an effect on employee performance PT Darmasindo Inti Karet, 3) hypothesis 3 accepted non-financial compensation has an effect on the performance of employees of PT Darmasindo Inti Karet, 4) hypothesis 4 is accepted work discipline, work experience and non-financial compensation have a simultaneous effect on the performance of employees of PT Darmasindo Inti Karet.

Keywords: *Work Discipline, Work Experience, Non-Financial Compensation, Employee Performance*

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