

Pengaruh Budaya Organisasi ,Disiplin Kerja, Stress Kerja dan Kompensasi Terhadap Kinerja Karyawan PT. Adi Satria Abadi

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ABSTRAK

PT. Adi Satria Abadi merupakan salah satu perusahaan eksportir pengolahan kulit kambing menjadi sarung tangan golf yang terletak di Kawasan Industri Bantul ,Banyakan, Sitimulyo, Piyungan, Bantul, Yogyakarta. Penelitian ini bertujuan untuk (1) Mengetahui tingkat kinerja karyawan PT. Adi Satria Abadi (2) Menganalisis pengaruh langsung dan pengaruh tidak langsung budaya organisasi, disiplin kerja, stress kerja dan kompensasi terhadap kinerja karyawan PT. Adi Satria Abadi. Metode penelitian yang digunakan adalah metode penelitian Ekplanatori ,penentuan responden dalam penelitian ini menggunakan metode *Simple Random Sampling*. Populasi dalam penelitian ini yaitu karyawan bagian produksi PT. Adi Satria Abadi dan sampel yang digunakan sebanyak 30 karyawan bagian produksi PT. Adi Satria Abadi. Jenis data yang digunakan data kuantitatif. Sumber data yang digunakan adalah data primer dan sekunder. Metode pengumpulan data dengan cara wawancara, alat pengumpulan data menggunakan kuesioner dan observasi. teknik analisis data menggunakan analisis deskriptif dan analisis jalur (*Path Analysis*) dengan pengolahan data menggunakan software SPSS. Hasil penelitian (1) Kinerja karyawan PT. Adi Satria Abadi tinggi (2) Budaya Organisasi, disiplin kerja, stress kerja ,Kompensasi berpengaruh langsung maupun tidak langsung terhadap karyawan PT. Adi Satria Abadi.

Kata Kunci : Kinerja Karyawan,Budaya Organisasi, Disiplin Kerja, Stress Kerja, Kompensasi.

The Effect Of Organization Behavior, Works Discipline, Works Stress and Compensation Of PT. Adi Satria Abadi Employees' Performance

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ABSTRACT

PT. Adi Satria Abadi was an exportir company processing goat's skin into golf gauntlet at Bantul's Industrial Area ,Banyakan, Sitimulyo, Piyungan, Bantul, Yogyakarta. This study aimed (1) To know performance level PT. Adi Satria Abadi's employees (2) To analyze direct influences and indirect influces of organization behavior, works discipline,works stress and compensation of performance employee at PT. Adi Satria Abadi. Explanatory method research is used in this study. In taking the sample,simple random sampling method was used by the researcher. The respondents who were involved are 30 employees of PT Adi Satria Abadi production. The type of data was quantitative data. Primer and secondary data are used. The method of collecting data was interview, Incollecting the data, observation and questionnaire were carried out by the researcher. Descriptive analysis and path analysis were used to analyze the data and managed by SPSS software. The result of this study was (1) PT. Adi Satria Abadi employees' performance were high (2). Organization behavior, work discipline, work stress and compensation directly and indirectly affected towards PT. Adi Satria Abadi employees.

Key words: Performance Employee, Organization Behavior, Works Dicipline, Works Stress and Compensation