

***EFFECT OF COMPENSATION, MOTIVATION AND WORK DISCIPLINE  
ON EMPLOYEE PERFORMANCE***

*(Of PT. Java Connection Yogyakarta)*

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***ABSTRACT***

*This research was conducted on employees of PT. Java Connection Yogyakarta. This research aims to find out several things including, (1) The influence of compensation on employee performance; (2) The influence of motivation on employee performance; (3) Influence of work discipline on employee performance (4) Influence of compensation, motivation and work discipline together on employee performance. This research approach is a quantitative approach. The population of this research object was 32 employees of PT. Java Connection Yogyakarta. Data collected from research results have been tested for validity and reliability. Data analysis using SPSS.*

*The research results prove that compensation has a significant positive direct effect on employee performance, motivation has a significant positive direct effect on employee performance, work discipline has a significant positive direct effect on employee performance and compensation, motivation and work discipline have a joint effect on employee performance.*

***Keywords: Compensation, Motivation, Work Discipline and Employee Performance.***

**PENGARUH KOMPENSASI, MOTIVASI DAN DISIPLIN KERJA  
TERHADAP KINERJA KARYAWAN**

*(Pada PT. Java Connection Yogyakarta)*

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**ABSTRAK**

Penelitian ini dilakukan pada karyawan PT. Java Connection Yogyakarta. Penelitian ini bertujuan untuk mengetahui beberapa hal diantaranya, (1) Pengaruh kompensasi terhadap kinerja karyawan; (2) Pengaruh motivasi terhadap kinerja karyawan; (3) Pengaruh disiplin kerja terhadap kinerja karyawan (4) Pengaruh kompensasi, motivasi dan disiplin kerja secara bersama-sama terhadap kinerja karyawan. Pendekatan penelitian ini adalah pendekatan kuantitatif. Populasi pada objek penelitian ini sebanyak 32 karyawan PT. Java Connection Yogyakarta. Data dikumpulkan dari hasil penelitian telah diuji validitas dan reliabilitasnya. Analisis data menggunakan SPSS.

Hasil penelitian membuktikan bahwa kompensasi berpengaruh langsung positif signifikan terhadap kinerja karyawan, motivasi berpengaruh langsung positif signifikan terhadap kinerja karyawan, disiplin kerja berpengaruh langsung positif signifikan terhadap kinerja karyawan dan kompensasi, motivasi dan disiplin kerja berpengaruh secara bersama-sama terhadap kinerja karyawan.

**Kata Kunci: Kompensasi, Motivasi, Disiplin kerja dan Kinerja karyawan.**