

ABSTRAK

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Pengaruh Pelatihan Kerja, Kompensasi, Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada Generasi Milenial Serta Tinjauannya Dari Sudut Pandang Islam.

Abstrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh Pelatihan Kerja, Kompensasi, dan Disiplin Kerja terhadap Kinerja Karyawan pada Generasi Milenial, serta tinjauannya dari sudut pandang islam. Populasi pada penelitian ini yaitu karyawan Generasi Milenial yang bekerja di sebuah perusahaan, jumlah responden dalam penelitian ini sebanyak 100 orang karyawan. Teknik pengambilan sampel yang digunakan yaitu *non probability* sampling, dengan teknik *purposive sampling* melalui penyebaran kuesioner. Metode analisis data yang digunakan yaitu analisis deskriptif dan analisis persamaan regresi linier berganda. Hasil penelitian menunjukkan bahwa : (1) secara parsial Pelatihan Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (2) secara parsial Kompensasi tidak terdapat pengaruh terhadap Kinerja Karyawan. (3) secara parsial Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. (4) secara simultan variabel Pelatihan Kerja, Kompensasi, dan Disiplin Kerja memiliki pengaruh yang signifikan terhadap Kinerja Karyawan.

Kata kunci : Pelatihan Kerja, Kompensasi, Disiplin Kerja, Kinerja Karyawan.

ABSTRACT

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The Effect of Job Training, Compensation, and Work Discipline on Employee Performance in the Millennial Generation and its Review from an Islamic Perspective.

Abstract

This study aims to determine and analyze the effect of Job Training, Compensation, and Work Discipline on Employee Performance in the Millennial Generation, as well as its review from an Islamic point of view. The population in this study are Millennial Generation employees who work in a company, the number of respondents in this study is 100 employees. The sampling technique used is non-probability sampling, with purposive sampling technique through distributing questionnaires. The data analysis method used is descriptive analysis and multiple linear regression equation analysis. The results showed that: (1) partially Job Training had a positive and significant effect on employee performance. (2) Partially Compensation has no effect on Employee Performance. (3) Partially, work discipline has a positive and significant effect on employee performance. (4) Simultaneously, the variables of Job Training, Compensation, and Work Discipline have a significant effect on Employee Performance.

Keywords: *Job Training, Compensation, Work Discipline, Employee Performance.*