

ABSTRAK

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Pengaruh Kompensasi, Lingkungan Kerja, dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT. ASDP Indonesia Ferry (Persero) dan Tinjauannya Dalam Sudut Pandang Islam

85 halaman + xv halaman + 21 tabel + 3 gambar + dan 16 lampiran

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, lingkungan kerja dan disiplin kerja terhadap kinerja karyawan pada PT. ASDP Indonesia Ferry (Persero). Populasi penelitian ini adalah karyawan divisi sumber daya manusia pada PT. ASDP Indonesia Ferry (Persero) yang berjumlah 50 karyawan. Teknik pengambilan sampel yang digunakan adalah sampling jenuh dimana seluruh populasi dijadikan sampel. Data dikumpulkan dengan menggunakan metode *survey* dengan instrumen kuesioner. Metode analisis data yang digunakan yaitu analisis regresi berganda, uji t (parsial) dan uji f (simultan).

Hasil penelitian menunjukkan bahwa: (1) kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan. (2) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (3) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (4) Secara simultan seluruh variabel independen memiliki pengaruh yang signifikan terhadap kinerja karyawan.

Di dalam Islam memberikan kompensasi adalah suatu hal yang wajib bagi manusia yang telah menjalankan tugasnya dengan rasa ikhlas. Kondisi lingkungan kerja juga sangat berpengaruh bagi karyawan, karena memberikan lingkungan yang sehat, aman dan juga nyaman sangat dianjurkan dalam Islam. Begitu juga disiplin kerja, di dalam Islam sikap kedisiplinan sangat baik untuk dilakukan bagi meningkatkan kinerja karyawan. Sebagaimana manusia dalam kehidupan sehari-hari memerlukan aturan atau tata tertib dengan tujuan segala tingkah lakunya sudah berjalan sesuai dengan aturan yang ada. Sebagaimana firman Allah SWT dalam QS. At-Taubah (9): 105.

Kata Kunci : kompensasi, lingkungan kerja, disiplin kerja dan kinerja karyawan.

ABSTRACT

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Effect of Compensation, Work Environment, and Work Discipline on Employee Performance at PT. ASDP Indonesia Ferry (Persero) and Review of the Islamic Perspective

85 pages + xv pages + 21 tables + 3 pictures + and 16 attachment

Abstract

Research aims to understand the influence of compensation, work environment and discipline work of the performance employees at PT. ASDP Indonesia Ferry (Persero). Population this research are employees division of human resources in PT. ASDP Indonesia Ferry (Persero) total 50 employees. Technique the sample used is sampling saturated in which all population are only sampled. Data were collected by using survey method with questionnaire instrument. Data analysis methods used are multiple regression analysis, t test (partial) and test f (simultaneous).

The results showed that: (1) compensation has a positive and significant effect on performance of employees. (2) work environment has a positive and significant effect on performance of employees. (3) work discipline has a positive and significant effect on performance of employees. (4) Simultaneously, all independent variables have a significant influence on performance of employees.

In perfectly in Islam by provide compensation they can cause are what you fast is better for of man whom you have carrying out their of my righteousness. As well as environment conditions work also have been deeply influenced tens of thousands of workers, because it gives the healthy environment, of peace and security and also comfort highly recommend die as muslims in submission. Hold their arms and so much of his best work discipline, in perfectly in Islam attitude of the discipline of area is very good for poor households was improving the performance of tens of thousands of workers. People of life everyday have need of steadfast patience a rule or with the law enforcement governance of whom all are in her actions reinforced the population has run in accordance to the existing rules. As the word of god grain in clusters QS. At-Taubah (9): 105.

Keywords : *compensation, work environment, work discipline and employee performance.*