

ABSTRAK

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Pengaruh Kepuasan Kerja, Motivasi, Beban Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Sumber Alfaria Trijaya Tbk di Wilayah Pademangan Timur Jakarta Utara Serta Tinjauannya Dari Sudut Pandang Islam

149 Halaman + xv Halaman + 26 Tabel + 3 Gambar + 14 Lampiran

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Kepuasan Kerja, Motivasi, Beban Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Sumber Alfaria Trijaya Tbk di Wilayah Pademangan Timur Jakarta Utara serta tinjauannya dari sudut pandang Islam. Populasi dalam penelitian ini adalah karyawan PT. Sumber Alfaria Trijaya Tbk di Wilayah Pademangan Timur Jakarta Utara. Teknik pengambilan sampel menggunakan sampel jenuh dengan jumlah responden sebanyak 67 Karyawan. Data dikumpulkan dengan metode survey dengan instrumen kuesioner. Metode analisis data yang digunakan yaitu analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa: (1) Secara Parsial Kepuasan Kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. (2) Secara Parsial Motivasi tidak memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. (3) Secara Parsial Beban Kerja tidak memiliki pengaruh positif dan signifikan terhadap kinerja karyawan (4) Secara Parsial Disiplin Kerja memiliki berpengaruh positif dan signifikan terhadap kinerja karyawan. (5) Secara Simultan Kepuasan Kerja, Motivasi, Beban Kerja dan Disiplin Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Karyawan. Dari sudut pandang Islam, kepuasan kerja, motivasi, beban kerja dan disiplin kerja sudah sesuai dengan prinsip-prinsip Al-Qur'an.

Kata Kunci: Kepuasan Kerja, Motivasi, Beban Kerja, Disiplin Kerja dan Kinerja Karyawan

ABSTRACK

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The Effect of Job Satisfaction, Motivation, Workload and Work Discipline on Employee Performance of PT. Source: Alfaria Trijaya Tbk in Pademangan Timur Area, North Jakarta and Its Review from an Islamic Point of View
149 Pages + xv Pages + 26 Tables + 3 Figures + 14 Appendices Abstract

Abstract Description

This study aims to determine the effect of Job Satisfaction, Motivation, Workload and Work Discipline on the Performance of PT. Source of Alfaria Trijaya Tbk in East Pademangan Region, North Jakarta and its review from an Islamic point of view. The population in this study is employees of PT. Sumber Alfaria Trijaya Tbk in East Pademangan Area, North Jakarta. The sampling technique uses a saturated sample with the number of respondents as many as 67 employees. Data was collected by survey method with questionnaire instrument. The data analysis method used is multiple regression analysis. The results of the study show that: (1) Partial Job Satisfaction has a positive and significant influence on employee performance. (2) Partial Motivation does not have a positive and significant influence on employee performance. (3) Partially, Workload does not have a positive and significant influence on employee performance, (4) Partially, Work Discipline has a positive and significant effect on employee performance. (5) Simultaneously Job Satisfaction, Motivation, Workload and Work Discipline have a positive and significant influence on Employee Performance. From the Islamic point of view, job satisfaction, motivation, workload and work discipline are in accordance with the principles of the Qur'an

Keyword: Job Satisfaction, Motivation, Workload, Work Discipline and Employee Performance