

## **ABSTRAK**

### **PENGARUH KOMPENSASI, MOTIVASI, KEPUASAN KERJA, DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN *OUTSOURCING*. (Studi Kasus pada Karyawan *Outsourcing* PT. Alvita Prima Klinsindo)**

Oleh

**Qonita Abeta Mora**

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh Kompensasi, Motivasi, Kepuasan Kerja, dan Disiplin Kerja terhadap Kinerja Karyawan *Outsourcing*. Penelitian ini menggunakan metode penelitian populasi dan didapat responden sebanyak 37 orang karyawan *outsourcing* yang berkerja di PT. Aprisindo. Teknik analisis data yang yang digunakan adalah regresi linear berganda dan menggunakan alat analisis program SPSS. Berdasarkan hasil uji *t* (parsial) menunjukkan bahwa variabel kompensasi tidak berpengaruh terhadap kinerja karyawan *outsourcing*, variabel motivasi berpengaruh signifikan dan memiliki arah pengaruh positif terhadap kinerja karyawan *outsourcing*, variabel kepuasan kerja tidak berpengaruh terhadap kinerja karyawan *outsourcing*, dan variabel disiplin kerja tidak berpengaruh terhadap kinerja karyawan *outsourcing*. berdasarkan uji F (simultan) menunjukkan bahwa variabel Kompensasi, Motivasi, Kepuasan Kerja, dan Disiplin Kerja berpengaruh signifikan terhadap Kinerja Karyawan *Outsourcing*.

Kata kunci: Kompensasi, Motivasi, Kepuasan Kerja, Disiplin Kerja, dan Kinerja Karyawan *Outsourcing*.

## **ABSTRACT**

### ***INFLUENCE OF COMPENSATION, MOTIVATION, JOB SATISFACTION, DAN DISCIPLINE WORK ON PERFORMANCE OF OUTSOURCED EMPLOYEES.***

***(Case Study on Outsourced Employees PT. Alvita Prima Klinsindo)***

***By***

***Qonita Abeta Mora***

*The Porpouse of this study was to determine the effect of compensation, Motivation, Job Satisfaction, and Discipline Work on Performance of Outsourced Employees. This study using population study metode and obtained respondents of 37 Outsourced Employee working in PT. Aprisindo. The data analysis technique used is multiple regresstion and use tools SPSS. Based on the t test (partial) showed that compensation variable have sifnificantly influence and a positive relationship on Performance of Outsourced Employees, motivation variable have sifnificantly influence and a positive relationship on Performance of Outsourced Employees, Job Satisfaction variable influencen't on Performance of Outsourced Employees, and discipline work variable influencen't on Performance of Outsourced Employees. Based on the F test (simultaneous) shows that variables compensation, Motivation, Job Satisfaction, and Discipline Work has a significant effect toward Performance of Outsourced Employees.*

***Keywords: Compensation, Motivation, Job Satisfaction, dan Discipline Work and Performance of Outsourced Employees.***