

ABSTRAK

PENGARUH KOMPENSASI KARYAWAN, DISIPLIN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN KERJA PADA *CANDY LADY STORE* BANDAR LAMPUNG

Oleh

Alma Teisa Feryani

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi karyawan, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan melalui kepuasan kerja karyawan pada *Candy Lady Store* Bandar Lampung dengan populasi sebanyak 46 orang dan sampel sebanyak 46 responden yang ditentukan dengan teknik *probability sampling* dengan menggunakan *simple random sampling*. Pengumpulan data dilakukan dengan menggunakan kuesioner teknik analisis dengan menggunakan *regresi linier* dan *path analysis*. Subjek penelitian yaitu karyawan *Candy Lady Store* Bandar Lampung. Metode penelitian yang digunakan dalam penelitian ini adalah metode *deskriptif verifikatif* dengan pendekatan *ex post facto* dan *survey*. Hasil penelitian menunjukkan bahwa ada pengaruh kompensasi karyawan, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan melalui kepuasan kerja karyawan pada *Candy Lady Store* Bandar Lampung

Kata kunci: Kepuasan kerja, Kinerja karyawan, Kompensasi karyawan, Disiplin kerja dan Lingkungan kerja.

ABSTRACT

THE INFLUENCE OF EMPLOYEE COMPENSATION, DISCIPLINE OF WORK AND WORK ENVIRONMENT ON PERFORMANCE OF EMPLOYEES THROUGH JOB SATISFACTION AT *CANDY LADY STORE* BANDAR LAMPUNG

By :

Alma Teisa Feryani

This research aims is to know the influence of employee compensation, the discipline of work and work environment on performance of employees through the employee's job satisfaction to candy lady store Bandar lampung with a population of 46 people and sample as many as 46 respondents who were determined by the technique of probability sampling by using simple random sampling. Data collection is done using questionnaire analysis with techniques using linear regression and path analysis. The subject of this research is employees of Candy Lady store in Bandar Lampung. This research methods used descriptive-qualitative method with the approach of ex post facto and survey. The results of the study indicate that there is influence of compensate employees, the discipline of work and work environment on performance of employees through the employee's job satisfaction at the Candy Lady Store Bandar Lampung.

Keyword: Job satisfaction, the performance of employees, employee compensation, discipline of work and work environment.