

ABSTRAK

PENGARUH PENGALAMAN KERJA, KEMAMPUAN KERJA DAN INSENTIF TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN KERJA MULTI PAPER STATIONERY METRO

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Penelitian ini bertujuan untuk mengetahui pengaruh pengalaman kerja, kemampuan kerja dan insentif terhadap kinerja karyawan melalui kepuasan kerja Multi Paper Stationery Metro. Subyek penelitian yaitu karyawan Multi Paper Stationery Metro. Populasi dalam penelitian ini yaitu seluruh karyawan Multi Paper Stationery Metro yang berjumlah 48 orang. Teknik pengambilan sampel dalam penelitian ini menggunakan sampel jenuh yaitu teknik pengambilan sampel dengan menggunakan semua anggota populasi sebagai sampel yaitu 48. Teknik analisis dengan menggunakan regresi linear dan *path analysis*. Metode yang digunakan dalam penelitian ini adalah deskriptif verifikatif dengan pendekatan *ex post facto* dan *survey*. Hasil penelitian menunjukkan bahwa ada pengaruh pengalaman kerja, kemampuan kerja dan insentif terhadap kinerja karyawan melalui kepuasan kerja Multi Paper Stationery Metro secara simultan dan parsial.

Kata Kunci: Pengalaman Kerja, Kemampuan Kerja, Insentif, Kepuasan Kerja, Kinerja Karyawan

ABSTRACT

THE EFFECT OF WORK EXPERIENCE, WORK ABILITY, AND INCENTIVE TOWARD EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION ON MULTI PAPER STATIONERY METRO

By

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This study aims to determine the effect of work experience, work ability and incentive toward employee performance through job satisfaction on Multi Paper Stationery Metro. Research subjects are employees of Multi Paper Stationery Metro. The population in this research is all employees of Multi Paper Stationery Metro with 48 people. Sampling technique in this research is saturated sample, that is sampling technique by using all population member as sample which is 48. The technique analysis was done by using linear regression and path analysis. The research method used in this research is descriptive verification method with ex post facto and survey approach. The result showed that there is influence of work experience, work ability and incentive toward employee performance through job satisfaction on Multi Paper Stationery Metro simultaneously and partially.

Keyword: Work Experience, Work Ability, Incentive, Employee Performance,
Job Satisfaction