

## **ABSTRACT**

### **THE IMPACT OF INDIVIDUAL CHARACTERISTICS, JOB SATISFACTION, MOTIVATION, AND DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT INDOKOM SAMUDRA PERSADA**

**By**

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*The study aims to analyze individual characteristics, job satisfaction, motivation, discipline and performance of permanent employees in several sections, and the effect of individual characteristics, job satisfaction, motivation, and discipline on employee performance. Research data collection was carried out at PT Indokom Samudra Persada, South Lampung Regency from December 2022 to January 2023. The method used in this research is a survey using 51 samples of permanent employees in several sections. Respondents in this study were permanent employees in several sections and their superiors. The data in this study were analyzed using quantitative descriptive analysis and multiple linear regression analysis. The results showed that the job satisfaction of PT Indokom Samudra Persada employees fell into the satisfied category, employee work motivation was good, employee discipline was good, and employee performance was good. Individual characteristics (age, number of dependents, length of service, and level of education), job satisfaction, motivation and discipline have a significant effect jointly on employee performance. Individual characteristics and job satisfaction have no significant effect on employee performance. Motivation and discipline have a real effect on the performance of employees of PT Indokom Samudra Persada.*

**Keyword :** *discipline, employee performance, individual characteristics, job satisfaction, and motivation.*

## **ABSTRAK**

### **PENGARUH KARAKTERISTIK INDIVIDU, KEPUASAN KERJA, MOTIVASI, DAN KEDISIPLINAN TERHADAP KINERJA KARYAWAN PADA PT INDOKOM SAMUDRA PERSADA**

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Penelitian ini bertujuan untuk menganalisis karakteristik individu, kepuasan kerja, motivasi, kedisiplinan dan kinerja karyawan tetap di beberapa bagian, dan pengaruh karakteristik individu, kepuasan kerja, motivasi, dan kedisiplinan terhadap kinerja karyawan. Pengumpulan data penelitian dilakukan di PT Indokom Samudra Persada Kabupaten Lampung Selatan pada bulan Desember 2022 hingga Januari 2023. Metode yang digunakan pada penelitian ini adalah *survey* dengan menggunakan 51 sampel karyawan tetap di beberapa bagian. Responden pada penelitian ini adalah karyawan tetap di beberapa bagian beserta atasannya. Data pada penelitian ini dianalisis menggunakan analisis deskriptif kuantitatif dan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa kepuasan kerja karyawan PT Indokom Samudra Persada masuk ke dalam kategori puas, motivasi kerja karyawan baik, kedisiplinan karyawan baik, dan kinerja karyawan baik. Karakteristik individu (usia, jumlah tanggungan, masa kerja, dan tingkat pendidikan), kepuasan kerja, motivasi dan kedisiplinan berpengaruh nyata secara bersama-sama terhadap kinerja karyawan. Karakteristik individu dan kepuasan kerja tidak berpengaruh nyata terhadap kinerja karyawan. Motivasi dan kedisiplinan berpengaruh nyata terhadap kinerja karyawan PT Indokom Samudra Persada.

Kata kunci: karakteristik individu, kedisiplinan, kepuasan kerja, kinerja karyawan, motivasi.