

JUDUL : PENGARUH KOMPENSASI DAN DISIPLIN KERJA TERHADAP PRESTASI KERJA KARYAWAN PT. ALAM DAYA SAKTI SEMARANG
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Abstract

Workers presentation can be influencing bu many kinds of factors, among them are compensation and work discipline. Compensation that give to the employee while they work at a certain company, can be very influence to workers presentation they reach. The employee who wants to get suitable and better compensation will reach out satisfy workers presentation and also useful for company to rise their productivity. Like wise with high work discipline towards companies regulation, workers presentation will rise some as rising of compensation that given to the employee as a services response from company.

PT. Alam Daya Sakti Semarang as a paving block industry. To execute the production, the company always determine a target. From years to years, the company cant reached a target accoding to they planned. Based on it, supposed that compensation and work discipline can effect workers presentation, so the purpose of this research are to know the effect compensation and work discipline towards workers presentation. The type of this research is explanatory, while research method uses probability sampling to determine sample amount 68 people from 200 total populate people. Data colected by questionare, interview, and literature. To analyse data used descriptive statistic analyses and inferential statistic analyses. Especially for inferential statistic analyses using double regression analyses with SPSS for windows program.

Based on the analyses for the effect of compensation and work discipline in partial to the workers presentation. The result which is gotten by compensation variable is $t_{count} > t_{table}$ that is $4,450 > 1,67$. The variable of work discipline $t_{count} > t_{table}$ is $2,391 > 1,67$. While, to see, there is or not the effect of compensation and work discipline simultanly to workers presentation used F test, the result $F_{count} > F_{table}$ $13,235 > 3,13$. The conclusion is compensation gives effect significantly to workers presentation and also there is effect significantly between compensation and work discipline towards workers presentation.

Suggestion that are given by the researcher, the company has to consider again to give more compensation to spur on employee to rise their workers presentation better for rising the productivity of company. The effort to rise compensation can do by given more attention to employee in type of appreciation and bonus as their contribution in order to make image of the company still well. And need to do explanation towards disciplinary action by given positif or negatif punishment and training for time work. And also to socialize the rules of company when they work.

Keywords : compensation, work discipline, workers presentation