

KOMPENSASI FINANSIAL DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PERUMDA PERUSAHAAN DAERAH AIR MINUM (PDAM) TIRTAMARTA KOTA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi finansial dan disiplin kerja terhadap kinerja karyawan Perumda Perusahaan Daerah Air Minum (PDAM) Tirtamarta Kota Yogyakarta. Metode yang digunakan dalam pengambilan sampel adalah *probability sampling* dengan menggunakan *simple random sampling*. Jumlah responden sebanyak 34 orang. Pengambilan data menggunakan data primer yang dilakukan dengan metode kuesioner yang telah diuji validitas dan realibilitasnya. Metode yang digunakan dalam penelitian ini metode analisis regresi linier berganda. Hasil analisis data menunjukkan bahwa kompensasi finansial secara parsial (masing-masing) berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana nilai signifikan uji t sebesar 0,000 ($<0,05$) dan koefisien regresi mempunyai nilai positif sebesar 0,389. Disiplin kerja secara parsial (masing-masing) berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana nilai signifikan uji t sebesar 0,010 ($<0,05$) dan koefisien regresi mempunyai nilai positif sebesar 0,367. Kompensasi finansial dan disiplin kerja secara simultan (bersama-sama) berpengaruh positif dan signifikan terhadap kinerja karyawan, dimana nilai signifikan uji F sebesar 0,000 ($<0,05$) dan nilai F hitung $>$ F tabel ($17,660 > 3,29$). Analisis koefisien determinasi *adjusted R square* (R^2) adalah sebesar 0,502, artinya variabel kinerja karyawan dipengaruhi oleh variabel kompensasi finansial dan disiplin kerja sebesar 50,2%, dan sisanya 49,8% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci: *Kompensasi Finansial, Disiplin Kerja, Kinerja Karyawan.*

**FINANCIAL COMPENSATION AND WORKING DISCIPLINE ON
EMPLOYEES' PERFORMANCE IN PERUMDA LOCAL WATER
COMPANY (PDAM) TIRTAMARTA, YOGYAKARTA**

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Abstract

The research aims to determine the effect of financial compensation and working discipline to employees' performance in Perumda Local Water Company (PDAM) Tirtamarta, Yogyakarta. The method which use in sampling is probability sampling by simple random sampling. Respondents of this research were 34 person. To collect data, the researcher uses data primer by questionnaire method. The validity and reliability was tested. The method of this research is multiple linear regression analysis method. The result of data analysis showed that financial compensation partially (respectively) had a positive and significant effect to employees' performance. It can be seen from t-test significance score was 0,000 (<0.05) and the regression coefficient had a positive score was 0.389. Partial work discipline (respectively) had a positive and significant effect to employees' performance. It can be seen from t-test significant score was 0.010 (<0.05) and regression coefficient had a positive score was 0.367. Financial compensation and work discipline simultaneously (together) had a positive and significant effect to employees' performance. It can be seen from significant score of F test was 0,000 (<0.05) and calculating of F score $> F$ table ($17.660 > 3.29$). Analysis of adjusted R square (R^2) determination coefficient was 0.502, it means that employees' performance variable was influenced by financial compensation and work discipline variables by 50.2%, and remaining 49.8% was influenced by other variables which was not examined in this research.

Keywords: *Financial Compensation, Work Discipline, Employees' Performance.*