

**PENGARUH MOTIVASI, DISIPLIN, DAN KOMPETENSI TERHADAP
KINERJA KARYAWAN DI PT.SWALAYAN SUKSES ABADI**

(THE FOODHALL)

SKRIPSI

Program Studi Manajemen - Strata 1



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SKRIPSI

Diajukan Sebagai Salah Satu Syarat Untuk Memperoleh Gelar

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ABSTRAK

Penelitian ini dilakukan pada karyawan di PT. Swalayan Sukses Abadi (The FoodHall). Tujuan penelitian ini adalah : (1) Untuk menguji pengaruh secara bersama-sama motivasi, disiplin dan kompetensi terhadap kinerja karyawan di PT. Swalayan Sukses Abadi (The FoodHall) (2) Untuk menguji pengaruh secara parsial motivasi, disiplin dan kompetensi terhadap kinerja karyawan di PT. Swalayan Sukses Abadi (The FoodHall).

Penelitian ini memiliki empat variabel, yaitu variabel bebas (motivasi, disiplin dan kompetensi) dan variabel terikat (kinerja karyawan). Penelitian ini menggunakan metode purposive sampling. Sumber data yang digunakan adalah data primer dan data sekunder. Metode pengumpulan data yang digunakan adalah uji validitas dan uji reliabilitas, analisis statistika deskriptif, regresi linear berganda, uji asumsi klasik, dan pengujian hipotesis (uji parsial dan uji simultan). Populasi dipilih dari karyawan di PT. Swalayan Sukses Abadi (The FoodHall), dan sampel sebanyak 80 karyawan di PT. Swalayan Sukses Abadi (The Foodhall. Metode analisis yang digunakan adalah regresi berganda, korelasi berganda, Koefisien Determinasi dan Rancangan Uji Hipotesis baik secara simultan maupun secara parsial.

Hasil penelitian menunjukkan bahwa secara bersama-sama, motivasi, dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan. Secara parsial hanya, Kompetensi yang berpengaruh signifikan terhadap kinerja karyawan.

Kata Kunci : Motivasi, Disiplin, Kompetensi, Kinerja Karyawan

**THE EFFECT OF MOTIVATION, WORK DISCIPLINE, AND COMPETENTION
OF EMPLOYEE PERFORMANCE AT DI PT.SWALAYAN SUKSES ABADI
(THE FOODHALL)**

ABSTRACT

The research was conducted to the users of PT. Swalayan Sukses Abadi (The FoodHall). The purpose of the research are (1) To examine the effect of simultaneous motivation, work discipline, and competention on employee performance at PT. Swalayan Sukses Abadi (The FoodHall) (2) To examine the effect of partial motivation, work discipline, and competention on employee performance at PT. Swalayan Sukses Abadi (The FoodHall.)

This study has 4 (four) variables; motivation, work discipline, and competention attitudes called independent variables, and employee performance called dependent variables. This also uses quantitative method, which the data sources used are primary data and secondary data. The methods used for data collection are validity testing, reliability testing, descriptive analysis, multiple linear regression, tes classic assumption and hypothesis testing. Population selected in this study are the employee of , PT. Swalayan Sukses Abadi (The FoodHall.) with sample of 80 users, by technique of taking simple random sampling. Analisis methodes used are multiple regrestion, multiple correlation, coefficient of determination, and design of hypothesis test. Either simultaneously or partially.

The result shows that (motivation, work discipline, and competention on employee performance simultaneously influence the employee performance, whilst partially only competention variable influence the employee performance

Keywords: Motivation, Work Discipline, Competention, Employee Performance