

ABSTRACT

THE EFFECT OF FINANCIAL COMPENSATION AND WORK DISCIPLINE ON THE WORK PRODUCTIVITY OF EMPLOYEES IN THE SALES DEPARTMENT OF CV. CAHAYA SIMPATI

By:

**Muhammad Shidqi Akhmal Pratama
193402194**

Guided I : Epi Dani Harison

Guided II : Edy Suroso

The purpose of this study was to determine and analyze financial compensation, work discipline and work productivity and to analyze the effect of financial compensation and work discipline on the work productivity of employees in the sales department of CV. Cahaya Simpati. The research method used is a survey method. Data collection techniques used are questionnaires, interviews and documentation studies. The sampling technique uses a census technique. The research was conducted on 50 respondents from sales employees at CV. Cahaya Simpati. The analysis tool uses multiple regression. The research results show that: (1) Financial compensation has a significant effect on the work productivity of employees in the sales department of CV. Cahaya Simpati, (2) work discipline has a significant effect on the work productivity of employees in the sales department of CV. Cahaya Simpati; (3) financial compensation and work discipline have a significant effect on the work productivity of employees in the sales department of CV. Cahaya Simpati.

Keywords: Financial Compensation , Work Discipline, Work Productivity

ABSTRAK

PENGARUH KOMPENSASI FINANSIAL DAN DISIPLIN KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN BAGIAN SALES CV. CAHAYA SIMPATI

Oleh:

Muhammad Shidqi Akhmal Pratama
193402194

Pembimbing I : Epi Dani Harison
Pembimbing II : Edy Suroso

Tujuan penelitian ini untuk mengetahui dan menganalisis kompensasi finansial, disiplin kerja dan produktivitas kerja dan menganalisis pengaruh kompensasi finansial dan disiplin kerja terhadap produktivitas kerja karyawan bagian sales CV. Cahaya Simpati. Metode penelitian yang digunakan adalah metode survei. Adapun teknik pengumpulan data yang digunakan adalah kuesioner, wawancara dan studi dokumentasi. Teknik pengambilan sampel menggunakan teknik sensus. Penelitian dilakukan terhadap 50 orang responden dari karyawan bagian sales CV. Cahaya Simpati. Alat analisis menggunakan regresi berganda. Hasil penelitian menunjukkan bahwa: (1) kompensasi finansial berpengaruh signifikan terhadap produktivitas kerja karyawan bagian sales CV. Cahaya Simpati, (2) disiplin kerja berpengaruh signifikan terhadap produktivitas kerja karyawan bagian sales CV. Cahaya Simpati; (3) kompensasi finansial dan disiplin kerja berpengaruh signifikan terhadap produktivitas kerja karyawan bagian sales CV. Cahaya Simpati.

Kata Kunci: Kompensasi Finansial, Disiplin Kerja, Produktivitas Kerja