

ESSAY

THE EFFECT OF COMPENSATION, WORK DISCIPLINE AND JOB
SATISFACTION ON EMPLOYEE PERFORMANCE AT PT. RECKITT
BENCKISER SURABAYA



By :

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MANAGEMENT STUDY PROGRAM
FACULTY OF ECONOMICS AND BUSINESS
UNIVERSITAS 17 AGUSTUS 1945 SURABAYA

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BENCKISER SURABAYA**

UNDER GRADUATE THESIS

**Submitted to meet the requirements for use obtaining a Bachelor of Economics
Degree Management Study Program
Faculty of Economics and Business**

**By : Rohayu Jannah H. S. S
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Surabaya, November 1, 2022

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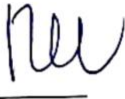




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THE WORD ADVOCATE

I would like to thank God Almighty who has bestowed his mercy and blessings so that I was given the opportunity to continue my education in the Bachelor of Economics Program and complete this thesis with great pride. I would like to thank all those who have helped and guided me in my education and accomplishment of this. My deepest gratitude goes to:

1. Dr. Estik Hari P, MM, as a supervisor who has provided a lot of direction, guidance, and additional knowledge and insights. I am very grateful for the time that has been given to guide, correct, and provide advice in the implementation of research and writing this thesis. I also thank you for helping the lecture process run smoothly.
2. Dr. Mulyanto Nugroho, MM., CMA., CPAI. as the Rector of the University of 17 August 1945 Surabaya, who has given me the opportunity to study and complete my education in the Bachelor of Economics and Management Program at the Faculty of Economics and Business, University of 17 August 1945 Surabaya.
3. Dr. H. Slamet Riyadi, M.Si., Ak., KA. as Dean of the Faculty of Economics and Business, University of 17 August 1945 Surabaya, for the opportunity and facilities and guidance that has been given to me during the lecture process at the Bachelor of Economics and Management Program at the Faculty of Economics and Business, University of 17 August 1945 Surabaya.
4. Dr. Ulfi Pristiana, M.Si. as the Head of the Management Study Program, University of 17 August 1945 Surabaya, who has given me the opportunity to be able to carry out research. I also thank you for helping me a lot in the smooth process of my lectures.
5. Drs. Dantje Salean, MM, CMA. as chief examiner and Drs. Ec. Suparno, MSi. as an examiner, in the proposal hearing and thesis trial, who has given time for direction and added to my scientific insight and provided the best advice during the implementation of the research to the thesis trial. I also thank you for helping me a lot in the smooth process of my lectures.
6. Beloved mother Siti Jannatun for your endless prayers and support for me in my journey while pursuing this education.
7. Beloved lover, Bripda Deni Setiawan who sometimes interferes with me in doing research. thank you for cheering me up and making my days cheerful.
8. All Administrative Staff and Employees at the Faculty of Economics and Business, University of 17 August 1945 Surabaya, who have supported and helped me a lot from the beginning of my studies to this thesis exam.

9. All friends and family who have helped a lot, gave encouragement and prayers as well as assistance in undergoing the lecture process at the Faculty of Economics and Business, University of 17 August 1945 Surabaya and became my encouragement.

With all the advantages and disadvantages that exist, I realize that there are still many flaws in this thesis and I am open to suggestions and criticisms for improvement. My motto is "Science is like a plant. It needs to be treated and watered daily in order for it to grow and the result is good. Like knowledge if we never learn and add insight, then there are not many things that we know and our knowledge only reaches there."

Finally, hopefully this thesis can provide benefits for me and the readers. Thanks.

Surabaya, 8 January 2023



Rohayu Jannah Hecah S.S

ABSTRACT

This study aims to determine and analyze the influence of influence, work discipline and job satisfaction on employee performance at PT. Reckitt Benckiser Surabaya partially and simultaneously. The population in this study are all employees of PT. Reckitt Benckiser Surabaya. The sampling technique used was a census sampling technique with several predetermined criteria and a total sample of 42 respondents was obtained. The analysis technique in this study used the normality test, multicollinearity test, heteroscedasticity test, and autocorrelation test, multiple linear regression analysis, and hypothesis testing (F test and t test) using SPSS 25. The results of this study indicate that: (1) alarms have a significant effect on employee performance at PT. Reckitt Benckiser Surabaya. (2) Work Discipline has a significant effect on employee performance at PT. Reckitt Benckiser Surabaya. (3) Job satisfaction has a significant effect on employee performance at PT. Reckitt Benckiser Surabaya. (4) coercion, work discipline and job satisfaction simultaneously have a significant effect on purchasing decisions at PT. Reckitt Benckiser in Surabaya.

Keywords: Compensation, Work Discipline, Job Satisfaction, Performance.

SUMMARY

Human resources are central figures in organizations and companies. In order for management activities to run well, agencies must have employees who are knowledgeable and highly skilled. Good performance is optimal performance, namely performance that is in accordance with organizational standards and supports the achievement of organizational goals. Many efforts have been made by the company to improve employee performance in the field of Human Resources on how to keep employee performance always increasing and help increase the amount of company output. All of these employees must work with targets that have been set every month and every year. With the targets set, and if employees cannot meet these targets, the worst impact will be a decrease in company income, loyalty and job satisfaction will decrease until there is a reduction in human resources every year, so that more and more work is done but less human resources are working. Factors that influence employee performance can be viewed in terms of compensation, employee discipline and employee job satisfaction.

The sampling technique used is the census sampling method. This type of research is quantitative research. While the data analysis used is multiple linear regression analysis to test the hypothesis, and for the classic assumption test used, namely the normality test which is used to see whether the residual values are normally distributed or not, the multicollinearity test is used to see whether there are symptoms of multicollinearity or not, the heteroscedasticity test is used to see whether there is an inequality of variance residuals from one residual to another observation or not, and the autocorrelation test is used to determine whether there is a correlation between confounding errors or not in the regression model.

The results of the analysis of the reliability test show that the statements in the questionnaire of all variables consisting of Compensation (X1), Job Satisfaction (X2), Employee Performance (X3) and Employee Performance (Y) are declared reliable because they have a cronbarch alpha value of more than 0.60 which means that all answers from respondents to the questionnaire question items can be trusted. Based on the analysis of the data obtained, it shows that the compensation variable has a partial effect on employee performance. This can be seen from the t-count value of $2.043 > 1.684$ with a significant value of $0.048 < 0.05$ so it can be concluded that the compensation variable (X1) has a positive effect and significant to Employee Performance (Y), the Work Discipline variable has a partial effect on Employee Performance (Y), this can be seen from the t-count value of $3.386 > 1.684$ with a significant value of $0.002 < 0.05$ so it can be concluded that the Work Discipline variable (X2) has an effect on Employee Performance (Y) and Based on the analysis

results show that the Job Satisfaction variable (X3) has a partial effect on Employee Performance (Y), this can be seen from the calculated t value of $7.221 > 1.684$ with a significance value of $0.000 < 0.05$ so it can be concluded that the variable Job Satisfaction (X3) has a positive effect and significant to Employee Performance (Y).

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