

## Abstrak

Penelitian ini bertujuan untuk memperoleh temuan eksplanatif yang teruji tentang pengaruh : (1) kompensasi serta disiplin kerja terhadap kinerja karyawan; (2) kompensasi pada kinerja karyawan; (3) disiplin kerja pada kinerja karyawan, dan (4) kompensasi pada disiplin kerja karyawan CV Dewata Laut Desa Penyabangan. Penelitian ini menggunakan rancangan kuantitatif kausal dengan karyawan CV Dewata Laut Desa Penyabangan sebagai subjek penelitian dan kompensasi, disiplin kerja serta kinerja karyawan sebagai objek penelitian. Populasi pada penelitian ini yakni karyawan CV Dewata Laut sebanyak 46 orang. Data dikumpulkan melalui kuesioner serta menggunakan analisis jalur. Hasil penelitian memperlihatkan (1) kompensasi serta disiplin kerja memberi pengaruh positif pada kinerja karyawan, (2) kompensasi memberi pengaruh positif pada kinerja karyawan, (3) disiplin kerja memberi pengaruh positif pada kinerja pegawai, dan (4) motivasi kerja memberi pengaruh positif pada disiplin kerja karyawan.

**Kata kunci:** Kompensasi, Disiplin Kerja, Kinerja Karyawan

### *Abstract*

*This study aims to obtain tested explanative findings about the effect of (1) compensation and work discipline on employee performance; (2) work motivation on employee performance; (3) work discipline on employee performance; and (4) work motivation on employee work discipline at CV Dewata Laut Desa Penyabangan. This research's design uses a causal quantitative. The subjects of this research were employees of CV Dewata Laut Desa Penyabangan and the object of this research were work motivation, work discipline and employee performance. The population of this research was 46 people. The data were collected by using a questionnaire and it used path analysis. The results show (1) compensation and work discipline have a positive effect toward employee's performance, (2) compensation has a positive effect toward employee's performance, (3) work discipline has a positive effect toward employee's performance, and (4) compensation has an positive effect toward employee's work discipline.*

**Kata kunci:** *Compensation, Discipline, Work Employe Performance*

