Analisis Pengaruh Semangat Kerja, Kepuasan Kerja, Disiplin Kerja, Motivasi Terhadap Kinerja Karyawan Dengan Lama Kerja, Umur Sebagai Variabel Moderating

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ABSTRAK

Penelitian ini dilakukan pada PT. Sabda Jaya Prima Semarang. Penelitian ini bertujuan untuk mengetahui pengaruh semangat kerja, kepuasan kerja, disiplin kerja, motivasi yang dimoderasi lama kerja dan umur terhadap kinerja karyawan. Jumlah sampel yang ditetapkan sebanyak 53 responden dengan menggunakan metode sampling sensus. Analisis yang digunakan yaitu analisis regresi linier berganda. Berdasarkan hasil analisis dapat disimpulkan bahwa : 1) Semangat kerja berpengaruh positif signifikan terhadap Kinerja Karyawan, 2) Kepuasan Kerja berpengaruh positif signifikan terhadap Kinerja Karyawan, 3) Disiplin Kerja berpengaruh positif signifikan terhadap kinerja karyawan, 4) Motivasi berpengaruh positif signifikan terhadap Kinerja Karyawan, dan 5) variabel Lama Kerja tidak berhasil memoderasi semangat kerja, kepuasan kerja, disiplin kerja, motivasi terhadap kinerja karyawan, sedangkan 6) variabel Umur memoderasi semangat kerja, kepuasan kerja, disiplin kerja, motivasi terhadap kinerja karyawan.

Kata Kunci   :   Semangat Kerja, Kepuasan Kerja, Disiplin Kerja, Motivasi, Lama Kerja, Umur, Kinerja Karyawan

Analysis of The Effect of Morale, Job Satisfaction, Work Discipline, Motivation on Employee Performance With Job Duration, Age As Moderating Variables

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ABSTRACT

This research was conducted at the PT. Sabda Jaya Prima Semarang. This research aims to know the effect of on employee performance morale, job satisfaction, work discipline, motivation that has been moderated by job duration and age. The samples number determined in this research are 53 respondents by using sampling census method. The analysis used is multiple linear regression analysis. Based on the results of analysis can be concluded that : 1) Morale has a positive and significant effect on employee performance, 2) Job Satisfaction has a positive and significant effect on employee performance, 3) Work Discipline has a positive and significant effect on employee performance, 4) Motivation has a positive and significant effect on employee performance, and 5) the job duration variable did not succeed to moderate morale, job satisfaction, work discipline, motivation on employee performance, meanwhile 6) age variable moderated morale, job satisfaction, work discipline, motivation on employee performance.

Keyword   :   Morale, Job Satisfaction, Work Discipline, Motivation, Job Duration, Age, Employee Performance