

## SARI

**Klau, Ricardo Goncalves.** 2014. Pengaruh Gaji, Loyalitas dan Disiplin Kerja terhadap Kinerja Karyawan non medis RSUD Dr. Moewardi. Skripsi. Program Studi S1 Manajemen. Fakultas Ekonomi. Universitas Setia Budi. Pembimbing I. Y Kristanto, SE., MM. Pembimbing II. Ari Subagio, SE., MM.

Kinerja pegawai yang baik sangat diperlukan dalam upaya pencapaian tujuan organisasi. Masalah mendasar dari kinerja pegawai khususnya karyawan non medis bagian Administrasi adalah kesejahteraan pegawai, kompensasi serta tunjangan kepada para pegawai yang masih kurang diperhatikan untuk menunjang kinerja karyawan. Penelitian ini bertujuan menguji signifikansi pengaruh gaji, Loyalitas dan Disiplin kerja terhadap kinerja karyawan non medis secara parsial dan simultan sekaligus seberapa besar gaji, loyalitas dan disiplin kerja dalam mempengaruhi kinerja karyawan non medis

Penelitian ini dilakukan pada karyawan non medis di Ka. Bag Sekretariat, Ka. Bag diklit, Ka. Bag perencanaan, Ka. Bag Orpeg, Ka. Bid, anggaran & Perbendaharaan, Ka. Bid pengelolaan, Ka. Bid Akuntansi & verifikasi RSUD, Dr. Moewardi. Pengambilan sampel menggunakan metode *purposive sampling* dengan jumlah responden sebanyak 60 responden. Metode pengumpulan data menggunakan kuisioner dan metode analisis dan metode analisis data menggunakan analisis linier berganda, Uji t, uji f, dan koefisiensi determinasi ( $R^2$ ).

Hasil analisis menunjukkan bahwa : 1) Variabel Gaji memiliki pengaruh positif dan signifikan terhadap Kinerja Pegawai, 2) Variabel Loyalitas memiliki pengaruh positif dan tidak signifikan terhadap Kinerja Pegawai, 3) Variabel Disiplin memiliki pengaruh positif dan signifikan terhadap Kinerja Pegawai, 4) Variabel Gaji merupakan variabel bebas yang berpengaruh positif paling signifikan

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**Kata Kunci:** Gaji, Loyalitas dan disiplin kerja, kinerja karyawan

## ABSTRACT

Klau, Ricardo Goncalves. 2014. The influence of salary, loyalty and discipline of working on the performance of non medicals employees at RSUD Dr. Moewardi. Thesis. SI studies program management, Economis Faculty, Setia Budi University, Supervisor I. Y Kris, SE, MM, Supervisor II Ari Subagio, SE, MM.

Employee performance is good, very necessary in the achievement of organizational goals. The fundamental problem of the performance of employees, especially non-medical employees of the administration are the livelihoods of employees, compensation and benefits to employees who still less attention to support employee performance. This study aims to examine the significance of the effect of salary, loyalty and discipline non-medical employee partially and simultaneously at the same time how much salary, loyalty and discipline affect the performance of employees working in non-medical.

This research was carried out on non-medical employees in the Office of the Secretariat section, the office part DIKLIT, Office of the planning section, the Office of OrPeg part, part field office budget and treasury, management accounting field offices and hospitals verification at RSUD Dr. Moewardi. Sampling was purposive sampling method with the number of respondents 60 respondents. Methods of data collection using questionnaire and analysis methods of data using multiple linear analysis, t test, f test, and the coefficient of determination ( $R^2$ ).

The results showed that: 1) The variable salary has a positive and significant influence on employee performance, 2) Variable loyalty has a positive and significant influence on employee performance, 3) Variable Discipline has a positive and significant impact on the performance of employees, 4) Variable salary is independent variables were the most significant positive effect.

Keywords: Salaries, loyalty and work discipline, employee performance