

ABSTRACT

In today's fiercely competitive business era, a company's success in becoming the number one in the business competition cannot be separated from human resources factor. The improvement of the quality of their human resources is required by companies to be able to succeed in the competition. Effective management and development of human resources are considered essential in an organization to have an enhanced employee performance and to enable them to contribute to achieving the company's goals.

There are many factors that had relation in influencing the performance of human resources, and these factors can either enhance or hinder the employees performance. Compensation is one of the factors that can be affected by the performance of human resources, as well as work discipline, which also considered a significant factor that can influence the performance.

This research is aimed to understand how the implementation of compensation at PT Sygma Exa Grafika, how work discipline is influencing the human resource at PT Sygma Exa Grafika, how the performance of human resource at PT Sygma Exa Grafika and the study is also aims to determine the extent of the influence of compensation and work discipline on the performance of human resources at PT Sygma Exa Grafika, both simultaneously and partially. The data for this research were collected using questionnaire. A saturated sampling technique was used in the research, including all the populations, with a sample size of 100 employees. The data was collected through questionnaires consisting of 36 questions related to the variables in the research. The data analysis technique used for this research was structural equation modeling (SEM) PLS.

The research results indicate that the compensation for employees at PT Sygma Exa Grafika falling into the "good" category. Work discipline at PT Sygma Exa Grafika, also falling into the "good" category. Performance at PT Sygma Exa Grafika falls into the "good" category. The hypothesis testing suggests that compensation has an influence of 0.225 on performance, indicating that compensation (X1) has a moderate effect on Employee Performance. Meanwhile, Work Discipline has an influence of 0.470 on performance. Therefore, both compensation and work discipline, individually, have a positive and significant impact on performance.

The results of this research provide an overview of the conditions at PT Sygma Exa Grafika. It is hoped that these research findings can provide a basis for improvement and development of the system at PT Sygma Exa Grafika.

Keywords: Compensation, Work Discipline, Job Performance, Employees