

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan mengetahui apakah terdapat pengaruh disiplin kerja dan pemberian insentif terhadap kinerja karyawan (outsourcing) pada PT. Telekomunikasi Indonesia unit integrated operation center regional 3 Jawa Barat (IOC-R3 JABAR) tahun 2022. Hipotesis penelitian ini adalah (1) Disiplin Kerja berpengaruh terhadap kinerja karyawan di PT. Telekomunikasi Indonesia unit integrated operation center regional 3 Jawa Barat (IOC-R3 JABAR). (2) Pemberian Insentif berpengaruh terhadap kinerja karyawan di PT. Telekomunikasi Indonesia unit integrated operation center regional 3 Jawa Barat (IOC-R3 JABAR). (3) Disiplin kerja dan pemberian insentif secara bersama-sama berpengaruh terhadap kinerja karyawan di PT. Telekomunikasi Indonesia unit integrated operation center regional 3 Jawa Barat (IOC-R3 JABAR).

Populasi yang digunakan dalam penelitian ini adalah karyawan outsourcing PT. Telekomunikasi Indonesia Unit IOC R-3 JABAR dan dikarenakan total populasi tidak mencapai 100 orang (95 orang karyawan outsourcing), maka seluruh karyawan outsourcing sebanyak 95 orang karyawan PT. Telekomunikasi Indonesia Unit IOC R-3 JABAR dijadikan sebagai sampel dalam penelitian ini. Metode pengumpulan data menggunakan kuesioner. Metode analisis yang digunakan adalah metode eksplanatori.

Hasil penelitian ini membuktikan dan memberikan kesimpulan sebagai berikut: (1) Terdapat pengaruh positif dan signifikan antara variabel disiplin kerja terhadap variabel kinerja karyawan sebesar 39,7%, (2) Terdapat pengaruh positif dan signifikan antara variabel pemberian insentif terhadap variabel kinerja karyawan sebesar 23,6% (3) Terdapat pengaruh positif dan signifikan antara variabel disiplin kerja dan pemberian insentif secara bersama-sama terhadap variabel kinerja karyawan sebesar 23,5%.

**Kata kunci:** Disiplin kerja, Pemberian Insentif, Kinerja karyawan

## ABSTRACT

*This research aims to analyze and find out whether there is an influence of work discipline and providing incentives on employee performance (outsourcing) at PT. Telecommunications Indonesia unit integrated operation centre regional 3 West Java (IOC-R3 JABAR) in 2022. This research hypothesizes that (1) Work Discipline influences employee performance at PT. Telekomunikasi Indonesia unit integrated operation centre regional 3 West Java (IOC-R3 JABAR), (2) Providing incentives affects the performance of employees at PT. Telekomunikasi Indonesia unit integrated operation centre regional 3 West Java (IOC-R3 JABAR), (3) Work discipline and providing incentives influence employee performance at PT. Telecommunications Indonesia unit integrated operation centre regional 3 West Java (IOC-R3 JABAR).*

*The population used in this research was outsourcing employees of PT. Telecommunications Indonesia Unit IOC R-3 JABAR, and because the total population does not reach 100 people (95 outsourced employees), all 95 outsourced employees are PT employees. This research used Telecommunications Indonesia Unit IOC R-3 JABAR as the sample. Methods of data collection using a questionnaire. The analytical method used is the explanatory method.*

*The results of this study prove and provide the following conclusions: (1) There is a positive and significant influence between work discipline variables on employee performance variables of 39.7%, (2) There is a positive and significant influence between the variable of giving incentives to the employee performance variable of 23.6%, 3) There is a positive and significant influence between work discipline variables and providing incentives together on employee performance variables of 23.5%.*

**Keywords:** *Work Discipline, Providing Incentives, Employee Performance*