

ABSTRAK

Nama : Iiz Rozudin

Program Studi : Manajemen

Judul : Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Pegawai pada Dinas Pertanian Kabupaten Karawang

Penelitian ini bertujuan untuk (1) mencari, mengetahui, menganalisis kondisi motivasi kerja pada Dinas Pertanian Kabupaten Karawang. (2) mencari, mengetahui, menganalisis kondisi disiplin kerja pada Dinas Pertanian Kabupaten Karawang. (3) mencari, mengetahui, menganalisis kondisi kinerja pegawai pada Dinas Pertanian Kabupaten Karawang. (4) mengetahui hubungan antara motivasi kerja dengan disiplin kerja pegawai pada Dinas Pertanian Kabupaten Karawang. (5) mengetahui pengaruh parsial motivasi kerja terhadap kinerja pegawai pada Dinas Pertanian Kabupaten Karawang. (6) mengetahui pengaruh parsial disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian Kabupaten Karawang. (7) mengetahui pengaruh simultan motivasi dan disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian Kabupaten Karawang. Penelitian dilakukan dengan menggunakan metode deskriptif dan verifikatif. Berdasarkan hasil analisis deskriptif Kondisi motivasi kerja, disiplin kerja dan kinerja pegawai Dinas Pertanian Kabupaten Karawang dalam keadaan baik. berdasarkan hasil uji verifikatif terdapat hubungan yang cukup kuat dan positif antara motivasi dengan disiplin kerja pegawai dinas pertanian kabupaten karawang. Terdapat pengaruh parsial motivasi kerja terhadap kinerja pegawai baik secara langsung maupun tidak langsung sebesar 15,3%. Terdapat pengaruh parsial disiplin kerja terhadap kinerja pegawai baik secara langsung maupun tidak langsung sebesar 20,28%. Terdapat pengaruh simultan motivasi dan disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian Kabupaten Karawang sebesar 35,70%.

Kata kunci: motivasi; disiplin kerja; kinerja pegawai

ABSTRACT

Name : Iiz Rozudin

Study Program : Manajemen

Title : The Influence Of Work Motivation And Discipline Towards Employee Performance At Agricultural Service Karawang District

The research is aimed to (1) searching, knowing, analyzing and explaining the condition of work motivation At Agricultural Service Karawang District. (2) searching, knowing, analyzing and explaining the conditions of discipline At Agricultural Service Karawang District. (3) searching, knowing, analyzing and explaining the conditions of employee performance At Agricultural Service Karawang District. (4) find out the relationship between work motivation and employee work discipline At Agricultural Service Karawang District. (5) determine the partial effect of work motivation on employee performance At Agricultural Service Karawang District. (6) determine the partial effect of work discipline towards employee performance At Agricultural Service Karawang District. (7) determine the simultaneous influence of work motivation and discipline towards employee performance At Agricultural Service Karawang District. The study was conducted using descriptive and verification methods. Based on the results of a descriptive analysis of the conditions of work motivation, discipline and the employee performance at the Agricultural Service Karawang District in good condition. Based on the results of the verification test, there is a fairly strong and positive relationship between work motivation and discipline at agricultural Service Karawang District employee. There is a partial effect of work motivation on employee performance both directly and indirectly by 15.3%. There is a partial effect of work discipline on employee performance both directly and indirectly by 20.28%. There is a simultaneous influence of work motivation and discipline on employee performance at agricultural Service Karawang District by 35.70%.

Kata kunci: motivation; discipline; employee performance