

ABSTRAK

Penelitian ini bertujuan untuk: (1) mengetahui pengaruh motivasi kerja terhadap kinerja karyawan pada Distributor PT. Sarana Sangga Mekar Luhur (2) mengetahui pengaruh disiplin kerja terhadap kinerja karyawan pada Distributor PT. Sarana Sangga Mekar Luhur (3) mengetahui pengaruh motivasi kerja dan disiplin kerja terhadap kinerja karyawan Distributor PT. Sarana Sangga Mekar Luhur. Penelitian dilakukan dengan menggunakan metode deskriptif dan verifikatif. Metode pengumpulan data menggunakan kuesioner yang disebar kepada 64 responden. Teknik pengambilan sampel yang digunakan yaitu sampling jenuh. Alat analisis yang digunakan yaitu analisis jalur. Hasil penelitian ini menunjukkan: terdapat korelasi yang sangat kuat antara motivasi kerja dan disiplin kerja. Terdapat pengaruh parsial motivasi kerja terhadap kinerja karyawan, terdapat pengaruh parsial disiplin kerja terhadap kinerja karyawan, terdapat pengaruh simultan motivasi kerja dan disiplin kerja terhadap kinerja karyawan pada Distributor PT. Sarana Sangga Mekar Luhur. Dari kesimpulan di atas, saran yang dapat diberikan antara lain: motivasi kerja dan disiplin pada Distributor PT. Sarana Sangga Mekar Luhur harus ditingkatkan lagi menjadi sangat baik untuk meningkatkan kinerja karyawan agar cepat terwujudnya tujuan perusahaan.

Kata kunci: Motivasi Kerja, Disiplin Kerja, Kinerja Karyawan



ABSTRACT

This study aims to: (1) determine the effect of work motivation on employee performance at Distributor PT. Sarana Sangga Mekar Luhur (2) knows the effect of work discipline on employee performance at Distributor PT. Sarana Sangga Mekar Luhur (3) knows the effect of work motivation and work discipline on the performance of employees of Distributor Distributor PT. Sarana Sangga Mekar Luhur. The research was conducted using descriptive and verification methods. The data collection method used a questionnaire distributed to 64 respondents. The sampling technique used is saturated sampling. The analytical tool used is path analysis. The results of this study indicate: there is a very strong correlation between work motivation and work discipline. There is a partial effect of work motivation on employee performance, there is a partial effect of work discipline on employee performance, there is a simultaneous influence of work motivation and work discipline on employee performance at Distributor PT. Sarana Sangga Mekar Luhur. From the conclusions above, suggestions that can be given include: work motivation and discipline at Distributor PT. Sarana Sangga Mekar Luhur must be improved again to be very good to improve employee performance in order to quickly realize the company's goals.

Keywords: Work Motivation, Work Discipline, Employee Performance

