

ABSTRAK

Penelitian ini bertujuan untuk mengetahui, menganalisis, serta menjelaskan: (1) motivasi kerja di Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Karawang; (2) disiplin kerja di Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Karawang; (3) kinerja pegawai di Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Karawang; (4) hubungan motivasi kerja dan disiplin kerja di Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Karawang; (5) pengaruh parsial motivasi kerja terhadap kinerja pegawai di Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Karawang; (6) Pengaruh parsial disiplin kerja terhadap kinerja pegawai di Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Karawang; (7) Pengaruh simultan motivasi kerja dan disiplin kerja pada Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Karawang. Penelitian ini dilakukan dengan metode deskriptif verifikatif. Jumlah populasi dalam penelitian ini adalah 105 orang. Sampel yang diambil berdasarkan teknik sampling jenuh berjumlah 105 orang atau keseluruhan populasi. Teknik analisis data menggunakan analisis korelasi, koefisien determinasi dan analisis jalur (*path analysis*). Berdasarkan hasil uji deskriptif, motivasi kerja, disiplin kerja dan kinerja pegawai berada pada kriteria baik. Berdasarkan hasil uji verifikatif, diketahui terdapat hubungan yang kuat dan positif antara motivasi kerja dan disiplin kerja di Sekretariat Dewan Perwakilan Rakyat Daerah Kabupaten Karawang. Terdapat pengaruh parsial motivasi kerja terhadap kinerja pegawai baik secara langsung maupun tidak langsung dengan total pengaruh sebesar 13,1%. Terdapat pengaruh parsial disiplin kerja terhadap kinerja pegawai baik secara langsung maupun tidak langsung dengan total pengaruh sebesar 27,1%. Terdapat pengaruh simultan motivasi kerja dan kinerja terhadap kinerja pegawai sebesar 40,2% sedangkan sisanya sebesar 59,8% dipengaruhi variabel lain yang tidak diteliti dalam penelitian ini.

Kata kunci: disiplin kerja; kinerja pegawai; motivasi kerja.

ABSTRACT

This study aims to determine, analyze, and explain: (1) work motivation at the Secretariat of the Regional House of Representatives in Karawang Regency; (2) work discipline in the Secretariat of the Regional People's Representative Council of Karawang Regency; (3) the performance of employees at the Secretariat of the Regional People's Representative Council of Karawang Regency; (4) the relationship between work motivation and work discipline at the Secretariat of the Regional People's Representative Council of Karawang Regency; (5) the partial effect of work motivation on employee performance at the Secretariat of the Regional People's Representative Council of Karawang Regency; (6) The partial effect of work discipline on employee performance at the Secretariat of the Regional People's Representative Council of Karawang Regency; (7) The simultaneous influence of work motivation and work discipline on the Secretariat of the Regional People's Representative Council of Karawang Regency. This research was conducted using descriptive verification method. The total population in this study was 105 people. Samples taken based on saturated sampling technique amounted to 105 people or the entire population. The data analysis technique used correlation analysis, coefficient of determination and path analysis. Based on the results of the descriptive test, work motivation, work discipline and employee performance are in good criteria. Based on the results of the verification test, it is known that there is a strong and positive relationship between work motivation and work discipline at the Secretariat of the Regional Representatives Council of Karawang Regency. There is a partial effect of work motivation on employee performance either directly or indirectly with a total effect of 13.1%. There is a partial effect of work discipline on employee performance either directly or indirectly with a total effect of 27.1%. There is a simultaneous influence of work motivation and performance on employee performance of 40.2% while the remaining 59.8% is influenced by other variables not examined in this study.

Keyword : work discipline; employee performance; work motivation.