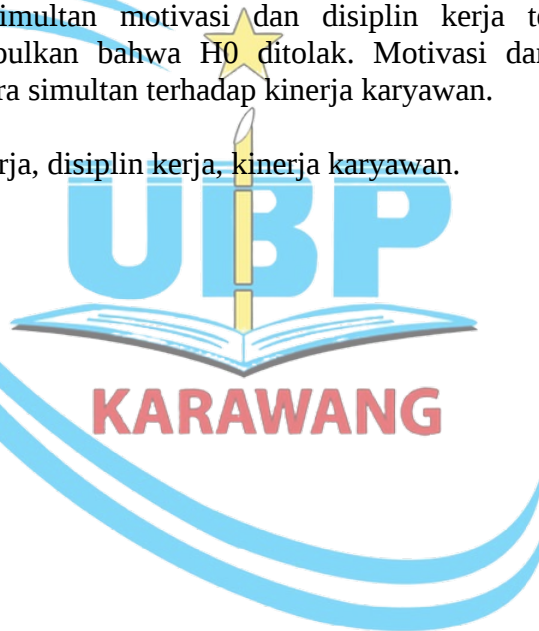


ABSTRAK

Penelitian ini bertujuan untuk mengetahui apakah ada pengaruh parsial dan simultan antara motivasi kerja dan disiplin kerja terhadap kinerja karyawan pada PT. Jonan Indonesia. Penelitian ini dilakukan dengan menggunakan metode deskriptif dan verifikatif, yaitu dengan mengumpulkan data, menyajikan data, menganalisis data, dan melakukan pengujian hipotesis, serta membuat kesimpulan dan saran. Teknik penentuan sampel menggunakan sampel jenuh. Teknik analisis data yang digunakan adalah analisis jalur (*Path Analysis*) dan di bantu program SPSS. Berdasarkan hasil penelitian dapat disimpulkan bahwa, terdapat hubungan antara motivasi kerja dengan disiplin kerja. Untuk pengaruh parsial motivasi terhadap kinerja karyawan disimpulkan bahwa H_0 diterima yang artinya motivasi kerja tidak pengaruh secara parsial terhadap kinerja karyawan. Untuk pengaruh parsial disiplin kerja terhadap kinerja karyawan dapat disimpulkan bahwa H_0 ditolak yang artinya disiplin kerja berpengaruh secara parsial terhadap kinerja karyawan. pengaruh simultan motivasi dan disiplin kerja terhadap kinerja karyawan dapat disimpulkan bahwa H_0 ditolak. Motivasi dan disiplin kerja memiliki pengaruh secara simultan terhadap kinerja karyawan.

Kata kunci: Motivasi kerja, disiplin kerja, kinerja karyawan.



ABSTRACT

This study aims to determine whether there is a partial and simultaneous influence between work motivation and work discipline on employee performance at PT. Jonan Indonesia. This research was conducted using descriptive and verification methods, namely by collecting data, presenting data, analyzing data, and testing hypotheses, as well as making conclusions and suggestions. The technique of determining the sample uses a saturated sample. The data analysis technique used is path analysis and is assisted by the SPSS program. Based on the results of the study, it can be concluded that there is a relationship between work motivation and work discipline. For the partial effect of motivation on employee performance, it can be concluded that H_0 is accepted, which means that work motivation does not partially influence employee performance. For the partial effect of work discipline on employee performance, it can be concluded that H_0 is rejected, which means that work discipline has a partial effect on employee performance. the simultaneous influence of motivation and work discipline on employee performance can be concluded that H_0 is rejected. Motivation and work discipline have a simultaneous influence on employee performance of PT. Jonan Indonesia.

Keywords: work motivation, work discipline, employee performance.

