

ABSTRAK

PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN RUMAH SAKIT ROSELA KARAWANG

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Tujuan dari penelitian ini untuk memperoleh bukti-bukti empiric dan menemukan kejelasan fenomena serta kesimpulan tentang pengaruh motivasi kerja dan disiplin kerja terhadap kinerja karyawan Rumah Sakit Rosela Karawang. Penelitian ini dilakukan dengan menggunakan metode deskriptif dan verifikatif. Penentuan sampel menggunakan metode simple random sampling dengan jumlah sampel sebanyak 131 responden. Teknik analisis data yang digunakan yaitu analisis jalur. Kesimpulan penelitian sebagai berikut : terdapat korelasi yang sedang antara motivasi kerja dan disiplin kerja, terdapat pengaruh parsial antara motivasi kerja terhadap kinerja karyawan, terdapat pengaruh parsial disiplin kerja terhadap kinerja karyawan. Dan terdapat pengaruh simultan antara motivasi kerja dan disiplin kerja terhadap kinerja karyawan Rumah Sakit Rosela Karawang.

Kata kunci: Motivasi Kerja, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE EMPLOYEE PERFORMANCE AT ROSELA KARAWANG HOSPITAL

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The purpose of this study was to obtain empirical evidence and find phenomena and conclusions about the influence of work motivation and work discipline on the performance of employees of Rosela Hospital, Karawang. This research was conducted using descriptive and verification methods. Determination of the sample using simple random sampling method with a total sample of 131 respondents. The data analysis technique used is path analysis. The conclusions of the study are as follows: there is a moderate correlation between work motivation and work discipline, there is a partial effect between work motivation on employee performance, there is a partial effect on employee performance. And there is a simultaneous influence between work motivation and work discipline on the performance of employees at Rosela Karawang Hospital.

Keywords: Work Motivation, Work Discipline, Employee Performance