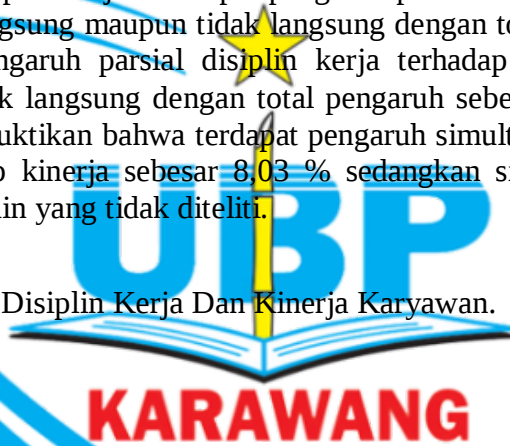


ABSTRAK

Tujuan penelitian ini untuk mengetahui, menganalisis, serta menjelaskan: (1) Motivasi kerja, disiplin kerja dan kinerja Karyawan pada PT. Mandom Indonesia, tbk.; (2) Hubungan motivasi kerja dan disiplin kerja Karyawan pada PT. Mandom Indonesia, tbk.; (3) Pengaruh parsial motivasi kerja dan disiplin kerja terhadap kinerja Karyawan pada PT. Mandom Indonesia, tbk; (4) Pengaruh parsial disiplin kerja terhadap kinerja Karyawan pada PT. Mandom Indonesia, tbk.; (5) Pengaruh simultan motivasi kerja dan disiplin kerja terhadap kinerja Karyawan pada PT. Mandom Indonesia, tbk.. Penelitian dilakukan dengan menggunakan metode deskriptif verifikatif. Sampel yang diambil berdasarkan teknik *simple random sampling* berjumlah 126 orang. Berdasarkan hasil analisis deskriptif, motivasi, disiplin kerja dan kinerja berada pada kriteria baik. Berdasarkan hasil analisis verifikatif, diketahui terdapat hubungan yang kuat dan positif antara motivasi kerja dan disiplin kerja. Terdapat pengaruh parsial motivasi kerja terhadap kinerja baik secara langsung maupun tidak langsung dengan total pengaruh sebesar 22,27%. Terdapat pengaruh parsial disiplin kerja terhadap kinerja baik secara langsung maupun tidak langsung dengan total pengaruh sebesar 5,81%. Dari hasil analisis juga dapat dibuktikan bahwa terdapat pengaruh simultan motivasi kerja dan disiplin kerja terhadap kinerja sebesar 8,03 % sedangkan sisanya sebesar 1,97% dipengaruhi variabel lain yang tidak diteliti.

Kata kunci : Motivasi, Disiplin Kerja Dan Kinerja Karyawan.



ABSTRACT

The purpose of this research is to identify, analyze and explain: (1) work motivation, work discipline, and employee performance at PT. Mandom Indonesia, tbk.; (2) the relationship between work motivation and employee discipline at PT. Mandom Indonesia, tbk.; (3) the partial effect of work motivation and work discipline on employee performance at PT. Mandom Indonesia, tbk.; (4) Partial effect of work discipline on employee performance at PT. Mandom Indonesia, tbk.; (5) The simultaneous effect of work motivation and work discipline on employee performance at PT. Mandom Indonesia, tbk.. The research was conducted using a verification descriptive method. Samples taken based on a simple random sampling technique amounted to 126 people. Based on the results of descriptive analysis, motivation, work discipline, and performance are good criteria. Based on the results of the verification analysis, it is known that there is a strong and positive relationship between work motivation and work discipline. There is a partial effect of work motivation on performance both directly and indirectly with a total effect of 22.27%. There is a partial influence of work discipline on performance both directly and indirectly with a total effect of 5.81%. From the results of the analysis, it can also be proven that there is a simultaneous effect of work motivation and work discipline on the performance of 8.03% while the remaining 1.97% is influenced by other variables not examined.

Keywords: Motivation, Work Discipline, And Employee Performance.

