

ABSTRAK

Penelitian ini bertujuan untuk menjelaskan pengaruh motivasi kerja dan disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian Kabupaten Karawang baik secara parsial maupun simultan, dengan pendekatan deskriptif dan kuantitatif. Jumlah sampel adalah sebanyak 113 responden dengan menggunakan teknik sampel *probability sampling*. Selanjutnya data dianalisis menggunakan analisis jalur (*path analysis*). Hasil analisis data penelitian diperoleh kesimpulan sebagai berikut: (1) Motivasi kerja pegawai di Dinas Pertanian Kabupaten Karawang sudah sangat baik. (2) Disiplin kerja pegawai di Dinas Pertanian Kabupaten Karawang sudah baik. (3) Kinerja pegawai di Dinas Pertanian Kabupaten Karawang sudah sangat baik. (4) Terdapat korelasi yang kuat dan positif antara motivasi kerja dengan disiplin kerja. (5) Terdapat pengaruh secara parsial motivasi kerja terhadap kinerja pegawai. (6) Terdapat pengaruh secara parsial disiplin kerja terhadap kinerja pegawai. (7) Terdapat pengaruh secara simultan motivasi kerja dan disiplin kerja terhadap kinerja pegawai sebesar 62,7% sedangkan sisanya 37,3% kinerja pegawai dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata kunci: motivasi kerja, disiplin kerja, kinerja pegawai



ABSTRACT

This study aims to explain the effect of work motivation and work discipline on employee performance at the Karawang District Agriculture Office either partially or simultaneously, with a descriptive and quantitative approach. The number of samples is 113 respondents using probability sampling technique. Furthermore, the data were analyzed using path analysis (path analysis). The results of the analysis of research data obtained the following conclusions: (1) The work motivation of employees at the Karawang District Agriculture Office is very good. (2) The work discipline of employees at the Karawang District Agriculture Office is already good. (3) The performance of employees at the Karawang District Agriculture Service is very good. (4) There is a strong and positive correlation between work motivation and work discipline. (5) There is a partial influence of work motivation on employee performance. (6) There is a partial influence of work discipline on employee performance. (7) There is a simultaneous effect of work motivation and work discipline on employee performance of 62.7% while the remaining 37.3% of employee performance is influenced by other variables not examined in this study.

Keywords: work motivation, work discipline, employee performance

