

ABSTRAK

Penelitian ini bertujuan untuk mengetahui, menganalisis dan menjelaskan pengaruh dari motivasi kerja dan disiplin kerja terhadap kinerja pegawai kantor Desa Mulyasari. Penelitian dilakukan dengan menggunakan metode survei, yaitu penelitian yang dilakukan dengan menggunakan angket sebagai alat penelitian yang dilakukan pada populasi besar maupun kecil, tetapi data yang dipelajari adalah data dari sampel yang diambil dari populasi tersebut, sehingga ditemukan kejadian relatif, distribusi, dan hubungan antar variabel, sosiologis maupun psikologis. Berdasarkan hasil penelitian yang dilakukan terhadap 50 pegawai kantor Desa Mulyasari dan menggunakan teknik sampling jenuh (sensus) maka seluruh populasi penelitian menjadi sampel penelitian. Kemudian didapat bahwa pengaruh motivasi kerja dan disiplin kerja terhadap kinerja pegawai diperoleh F_{hitung} sebesar $20,670 > 3,20 F_{tabel}$. Hal tersebut berarti H_0 ditolak dan H_a diterima, maka dapat disimpulkan bahwa motivasi kerja dan disiplin kerja memiliki pengaruh positif terhadap kinerja pegawai kantor Desa Mulyasari.

Kata kunci: Motivasi Kerja, Disiplin Kerja, Kinerja Karyawan



ABSTRACT

This study aims to determine, analyze and explain the effect of work motivation and work discipline on the performance of Mulyasari Village office employees. The research was conducted using a survey method, namely research conducted using a questionnaire as a research tool carried out on large and small populations, but the data studied were data from samples taken from the population, so that the relative incidence, distribution, and relationships between variables were found, sociological and psychological. Based on the results of research conducted on 50 employees of the Mulyasari Village office and using a saturated sampling technique (census), the entire research population became the research sample. Then it was found that the effect of work motivation and work discipline on employee performance was obtained by F_{count} of 20,670 > 3.20 F_{table} . This means that H_0 is rejected and H_a is accepted, so it can be concluded that work motivation and work discipline have a positive influence on the performance of Mulyasari Village office employees.

Keywords: Work Motivation, Work Discipline, Employee Performance

