

**PENGARUH MOTIVASI DAN DISPLIN KERJA TERHADAP KINERJA
PEGAWAI PADA DINAS PERTANIAN DAN KEHUTANAN KAB.
KARAWANG**

ABSTRAK

Mrs.Ropahal Ais, 15416261201241, Pengaruh Motivasi dan disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian dan Kehutanan Kab. Karawang. Dibawah bimbingan Dr.H.Sungkono,S.E,M.M dan Asep Darojatul Romli.S.pd, M.pd.

Tujuan dalam penelitian ini untuk mengetahui bagaimana pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai pada Dinas Pertanian dan Kehutanan kabupaten karawang, agar dapat bisa di analisis dan memaparkan sikap dan tingkah laku pegawai dalam bekerja sehari-hari.

Penelitian dilakukan dengan menggunakan metode deskriptif dan Verifikatif, yaitu mengumpulkan, menyajikan, menganalisis dan melakukan pengujian hipotesis serta membuat kesimpulan dan saran.. Hasil analisis data penelitian , diperoleh kesimpulan sebagai berikut : 1). Motivasi terdapat pada kriteria rendah dengan skor sebesar 330,7, sehingga dapat disimpulkan secara umum bahwa responden menilai masih rendah. 2). Disiplin kerja terdapat pada kriteria rendah dengan skor sebesar 321,8, sehingga dapat disimpulkan secara umum bahwa responden masih menilai rendah, 3). Kinerja pegawai terhadap pada kriteria rendah dengan skor sebesar 326,1, sehingga dapat disimpulkan secara umum bahwa responden masih menilai rendah, 4). Hubungan antara Motivasi dan disiplin kerja diperoleh dengan nilai koefisiennya sebesar 0,710, berarti masih rendah, 5). Pengaruh parsial antara motivasi terhadap kinerja pegawai memperoleh nilai koefisiennya yaitu 392 dengan nilai t hitung $5.280 > t$ table 1.976 , sedangkan disiplin kerja terhadap kinerja pegawai nilai koefisiennya yaitu 265, dengan nilai t hitung $3.565 > t$ table 1.976 , 6). Pengaruh simultan motivasi dan disiplin kerja terhadap kinerja pegawai yaitu R squarenya sebesar 28,4 %, sedangkan sisanya 71,6% dipengaruhi oleh variabel lain yang tidak diteliti.

Hasil Penelitian ini menunjukkan bahwa variabel pengaruh motivasi dan disiplin kerja terhadap kinerja Pegawai berpengaruh positif dan hasil penelitian ini menunjukkan bahwa variabel motivasi dan disiplin kerja terhadap kinerja pegawai secara keseluruhan masih rendah sehingga lebih di tingkan kembali agar menjadi lebih baik.

Kata Kunci : Motivasi, disiplin kerja dan Kinerja Pegawai

**THE EFFECT OF WORK MOTIVATION AND DISPLINATION
TOWARDS PERFORMANCE OF EMPLOYEES IN DINAS PERTANIAN
AND KEHUTANAN KAB. KARAWANG**

ABSTRACT

Mrs.Ropahal Ais, 15416261201241, The Effect of Motivation and Work Discipline on Employee Performance at the Agriculture and Forestry Service of Kab. Karawang. Under the guidance of Dr.H.Sungkono, S.E, M.M and Asep Darojatul Romli.S.pd, M.pd.

The purpose of this study was to determine how the influence of work motivation and discipline on employee performance at the Department of Agriculture and Forestry in Karawang regency, so that it could be analyzed and explained the attitudes and behavior of employees in their daily work.

The study was conducted using descriptive and verification methods, namely collecting, presenting, analyzing and testing hypotheses and making conclusions and suggestions. The results of the analysis of research data, the following conclusions are obtained: 1). Motivation is in the low criteria with a score of 330.7, so it can be concluded in general that the response rate is still low. 2). The job diploma is in the low criteria with a score of 321.8, so it can be concluded in general that respondents still rate it low, 3). Employee performance on the criteria is low with a score of 326.1, so it can be concluded in general that respondents still rate low, 4). The relationship between motivation and work discipline is obtained with a coefficient value of 0.710, meaning that it is still low, 5). Partial influence between motivation on employee performance obtained the coefficient value of 392 with t count value of $5.280 > t \text{ table } 1.976$, while work discipline on employee performance coefficient was 265, with t value of $3.565 > t \text{ table } 1.976$, 6). The simultaneous effect of motivation and work discipline on employee performance is R squared at 28.4%, while the remaining 71.6% is influenced by other variables not examined.

The results of this study indicate that the variable influence of motivation and work discipline on employee performance has a positive effect and the results of this study indicate that the variable of work motivation and discipline on employee performance as a whole is still low so that it is more important to be better.

Keywords: Motivation, work discipline and Employee Performance

**THE EFFECT OF WORK MOTIVATION AND DISPLINATION
TOWARDS PERFORMANCE OF EMPLOYEES IN DINAS PERTANIAN
DAN KEHUTANAN KAB. KARAWANG**

ABSTRACT

Mrs.Ropahal Ais, 15416261201241, The Effect of Motivation and Work Discipline on Employee Performance at the Agriculture and Forestry Service of Kab. Karawang. Under the guidance of Dr.H.Sungkono, S.E, M.M and Asep Darojatul Romli.S.pd, M.pd.

The purpose of this study was to determine how the influence of work motivation and discipline on employee performance at the Department of Agriculture and Forestry in Karawang regency, so that it could be analyzed and explained the attitudes and behavior of employees in their daily work.

This thesis is expected to contribute to the development of management science in particular, the development of strategic management, human resource management and economics in general.

The study was conducted using descriptive and verification methods, namely collecting, presenting, analyzing and testing hypotheses and making conclusions and suggestions. From the results of the analysis of research data, the following conclusions are obtained:

1. Motivation and work discipline on employee performance in the Department of Agriculture and Forestry District. Karawang is still fairly low.
2. Based on the results of the relationship between motivation and employee performance obtained a coefficient of 0.710 means low, so as to prove that motivation and performance have a relationship.
3. Based on the parcel relationship between motivation and employee performance, the path coefficient can be 39.2%. This shows that the direct effect of parsial work discipline on employee performance is 26.5%.

The results of this study indicate that the variable influence of motivation and work discipline on employee performance has a positive effect and the results of this study indicate that the variable of work motivation and discipline on employee performance as a whole is still low so that it is more important to be better.

Keywords: Motivation, work discipline and Employee Performance

