

ABSTRAK

Penelitian ini berjudul Pengaruh Motivasi Kerja Terhadap Disiplin Kerja Karyawan Bank Mandiri Cabang Ujungberung Bandung. Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar pengaruh motivasi kerja terhadap disiplin kerja karyawan Bank Mandiri Cabang Ujungberung Bandung. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif. Alasan menggunakan metode deskriptif adalah untuk membuat deskripsi, gambaran secara sistematis, faktual, akurat mengenai fakta-fakta, sifat-sifat serta hubungan antara fenomena yang diselidiki, sedangkan alasan menggunakan metode verifikatif adalah untuk menguji hipotesis, pengaruh antara kedua variabel. Penulis menyebarkan kuesioner kepada seluruh anggota populasi, yaitu 30 orang karyawan. Berdasarkan hasil penelitian tanggapan karyawan mengenai motivasi kerja karyawan Bank Mandiri Cabang Ujungberung Bandung memiliki nilai rata-rata 3,99 (tinggi). Tanggapan karyawan mengenai disiplin kerja memiliki nilai rata-rata 4,10 (disiplin). Dikatakan tinggi dan disiplin karena nilai rata-rata setiap variable berada pada interval 3,40 – 4,19. Hasil penelitian motivasi kerja terhadap disiplin kerja karyawan menggunakan korelasi *pearson*, diperoleh nilai koefisien korelasi sebesar 0,769 yang menunjukkan hubungan antara motivasi kerja dengan disiplin kerja karyawan dikatakan kuat karena berada pada interval 0,60 – 0,799. Perhitungan koefisien determinasi, pengaruh motivasi kerja terhadap disiplin kerja karyawan diperoleh hasil sebesar 59,20% dan sisanya 40,80% dipengaruhi oleh variabel lain yang tidak diteliti oleh penulis dalam skripsi ini.

Kata kunci : Motivasi Kerja, Disiplin Kerja.

ABSTRACT

This research entitled the influence of Working Motivation Against Employee Discipline Bank Mandiri embranchment Ujungberung, Bandung. The purpose of this research is to know how strong the influence of the working motivation against a disciplined employee Bank Mandiri embranchment Ujungberung, Bandung. The research method used is descriptive and verification methods. The reason of using the descriptive method is to make the description, depiction in a systematic, factual, accurate pertaining facts, properties and relationships between phenomenon investigated, which is the base's verification method is used to test the hypothesis, the influence between the two variables. The author spreads the questionnaire to all members of the population, as much as 30 employees. Based on the results of research regarding to the employee's response, employee motivation Bank Mandiri embranchment Ujungberung Bandung, has an average rating of 3,99 (high). Employee responses about work discipline has an average rating of 4.10 (discipline). It is known high and discipline because the average value of each variable is the on the interval 3.40 – 4,19. Results of the study about motivation of working against a disciplined employee use correlation pearson, correlation coefficient, obtained by 0,769 that shows the relationship between motivation of working with employee discipline are said to be strong because it is on the interval 0.60 – 0,799. Calculation of the coefficient of determination of work motivation to discipline the employee obtained the results of work of 59,20% and the remaining 40,80% is affected by other variables that are not examined by the author in this research.

Keyword : work motivation, work discipline.