

PENGARUH KEDISIPLINAN DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA PT. JASA MARGA CABANG PALIKANCI CIREBON

ABSTRAK

Penelitian ini untuk mengetahui dan menganalisis Kedisiplinan, motivasi kerja, dan kinerja karyawan di PT. Jasa Marga Cabang Palikanci Cirebon, serta untuk mengetahui pengaruh kedisiplinan dan motivasi kerja terhadap kinerja karyawan pada PT. Jasa Marga Cabang Palikanci Cirebon baik secara parsial maupun secara simultan atau bersama-sama. Metode Penelitian yang digunakan adalah metode penelitian deskriptif verifikatif dengan pendekatan kuantitatif. Populasi dalam penelitian ini adalah karyawan PT. Jasa Marga Cabang palikanci yang berjumlah 43 orang, Metode pengambilan sampel menggunakan *nonprobability* atau *sampling jenuh* berjumlah 43 responden.

Hasil penelitian yang diperoleh adalah Kedisiplinan pada PT. Jasa Marga Cabang Palikanci berdasarkan analisis deskriptif dapat dikategorikan baik, Motivasi kerja karyawan pada PT. Jasa Marga Cabang Palikanci berdasarkan analisis deskriptif dapat dikategorikan baik. Kinerja karyawan pada PT. Jasa Marga Cabang Palikanci berdasarkan analisis deskriptif dapat dikategorikan baik, Kedisiplinan berpengaruh positif terhadap kinerja karyawan pada PT. Jasa Marga Cabang Palikanci. Motivasi kerja berpengaruh positif terhadap kinerja karyawan pada PT. Jasa Marga Cabang Palikanci. Kedisiplinan dan Motivasi kerja secara simultan berpengaruh positif terhadap Kinerja Karyawan pada PT. Jasa Marga Cabang Palikanci, sehingga dapat diketahui bahwa Kinerja dipengaruhi oleh kedisiplinan dan motivasi kerja. Koefisien korelasi yang diperoleh terdapat hubungan yang sedang antara kedisiplinan dan motivasi kerja terhadap kinerja. Hal ini menunjukkan bahwa tingkat kinerja dapat ditingkatkan dengan meningkatkan kedisiplinan dan motivasi kerja.

Kata kunci : Kedisiplinan, motivasi dan kinerja karyawan

***INFLUENCE OF DISCIPLINE AND WORK MOTIVATION ON
PERFORMANCE OF EMPLOYEE IN. JASA MARGA PALIKANCI
CIREBON BRANCH***

ABSTRACT

Reasearch purposes to know and analyze the acquisition of discipline, work motivation, and performance of the employee at PT. Jasa Marga, Palikanci Cirebon Branch, as well as to know the influence of discipline and work motivation on performance of employee at PT. Jasa Marga, the Palikanci Cirebon Branch, either partially simultaneously or together. The research method used is descriptive research method verification with quantitative assessment. The population in this study were employees of PT. Jasa Marga The Patkanci branch which was taken by 43 people, the sampling method using nonprobability or saturated sampling was captured by 43 respondents.

The results of the research obtained were discipline at PT. Jasa Marga Palikanci Branch based on descriptive analysis can be categorized well, Motivation of work of employees at PT. Jasa Marga Palikanci Branch based on descriptive analysis can be categorized well. Employee performance at PT. Jasa Marga Palikanci Branch based on descriptive analysis can be categorized well, discipline affects positively on employee performance at PT. Jasa Marga, Palikanci Branch. Positive work motivation on employee performance at PT. Jasa Marga, Palikanci Branch. Work discipline and motivation positively towards Employee Performance at PT. Jasa Marga, Palikanci Branch, so that it can be trusted as the performance needed by the participants and work motivation. The contribution coefficient obtained from the relationship between discipline and work motivation on performance. This shows an increase in performance that can improve discipline and work motivation.

Keywords: performance, work motivation and Discipline of employees