ABSTRAK

PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT WINEX BANDAR LAMPUNG

OLEH :

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Bedasarkan presentase hasil kinerja karyawan pada PT WINEX BANDAR LAMPUNG pada tahun 2023 mengalami permasalahan dimana target yang ditetapkan perusahaan belum tercapai, hal ini menyebabkan keuntungan perusahaan menjadi menurun. Penelitian ini bertujuan untuk mengetahui pengaruh motivasi kerja dan disiplin kerja terhadap kinerja karyawan. Jenis penelitian yang digunakan metode asosiatif yaitu menggunakan analisis regresi linear berganda. Metode pengumpulan data pada penelitian ini menggunakan data primer berupa wawancara dan penyebaran kuesioner. Populasi pada penelitian ini sebanyak 60 karyawan dangan menggunakan teknik sampling jenuh yaitu seluruh karyawan dijadikan sampel yang berjumlah 60 karyawan. Uji persyaratan analisis data menggunakan uji normalitas, uji linieritas dan uji multikoliniearitas. Hasil penelitian ini menemukan bahwa motivasi kerja berpengaruh positif terhadap kinerja karyawan dan disiplin kerja berpengaruh positif terdahap kinerja karyawan.

Kata kunci : *motivasi kerja, disiplin kerja dan kinerja karyawan.*

ABSTRACT

THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. WINEX BANDAR LAMPUNG

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The purpose of the study was to find the effect of work motivation and work discipline on employee performance at PT. Winex Bandar Lampung. The type of research used was quantitative with an associative method. The data sources used were primary data and secondary data. The data collection methods in this study were library research and field research. The population in this study was all employees of PT. Winex Bandar Lampung, totaling 60 employees. The data collection method in this study used primary data in the form of interviews and questionnaire distribution. The population in this study was 60 employees using a saturated sampling technique where all employees were taken as samples, totaling 60 employees at PT Winex Bandar Lampung. The instrument requirement tests in this study use validity and reliability tests. The data analysis requirement tests used the normality test, linearity test, and multicollinearity test. The data analysis method used multiple regression and hypothesis testing using t-test and F-test. The analysis result showed that work motivation and work discipline affected employee performance at PT. Winex Bandar Lampung.

Keywords: Work Motivation, Work Discipline, Employee Performance