

ABSTRACT

PERAN DISIPLIN KERJA, TUNJANGAN KINERJA, DAN MOTIVASI KERJA DALAM MENINGKATKAN KINERJA ANGGOTA SATUAN POLISI PAMONG PRAJA (SATPOL PP) KOTA BANDAR LAMPUNG

Yusdani Maulana

Program Studi Magister Manajemen, Institut Informatika dan Bisnis Darmajaya
Jl. Z.A. Pagar Alam No.93 Labuhan Ratu, Bandar Lampung 35142
Telp. (0721) 700261, 781310
e-mail: yusdanimaaulana@gmail.com

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, tunjangan kinerja, dan motivasi kerja terhadap kinerja anggota Satuan Polisi Pamong Praja (Satpol PP) Kota Bandar Lampung. Penelitian difokuskan untuk mengetahui sejauh mana ketiga faktor tersebut berkontribusi terhadap peningkatan efektivitas kerja aparatur daerah dalam menjalankan tugas penegakan peraturan dan menjaga ketertiban umum. Hasil penelitian diharapkan dapat memberikan pemahaman tentang pentingnya pengelolaan sumber daya manusia secara profesional di lingkungan pemerintahan daerah.

Metode penelitian menggunakan pendekatan kuantitatif dengan teknik survei melalui penyebaran kuesioner, wawancara, dan observasi terhadap 68 pegawai Satpol PP menggunakan metode total sampling. Data yang dikumpulkan dianalisis dengan regresi linear berganda menggunakan SPSS versi 25 untuk mengetahui pengaruh disiplin kerja, tunjangan kinerja, dan motivasi kerja baik secara parsial maupun simultan terhadap kinerja pegawai.

Hasil penelitian menunjukkan bahwa ketiga variabel tersebut berpengaruh positif dan signifikan terhadap kinerja anggota Satpol PP, baik secara parsial maupun simultan. Disiplin kerja meningkatkan tanggung jawab dan ketepatan waktu, tunjangan kinerja mendorong semangat serta loyalitas, sementara motivasi kerja memperkuat dorongan berprestasi. Secara keseluruhan, kombinasi ketiganya berperan penting dalam menciptakan kinerja yang profesional, optimal, dan berintegritas di lingkungan Satpol PP Kota Bandar Lampung.

Kata Kunci: Disiplin Kerja, Tunjangan Kinerja, Motivasi Kerja, Kinerja Pegawai, Satpol PP, Kota Bandar Lampung.

ABSTRACT

THE ROLE OF WORK DISCIPLINE, PERFORMANCE ALLOWANCE, AND WORK MOTIVATION IN IMPROVING THE PERFORMANCE OF MEMBERS OF THE CIVIL SERVICE POLICE UNIT (SATPOL PP) IN BANDAR LAMPUNG CITY

Yusdani Maulana

Master of Management Study Program, Institut Informatika dan Bisnis Darmajaya
Jl. Z.A. Pagar Alam No.93 Labuhan Ratu, Bandar Lampung 35142
Phone: (0721) 700261, 781310
E-mail: yusdanimaaulana@gmail.com

This study aims to analyze the influence of work discipline, performance allowances, and work motivation on the performance of Civil Service Police Unit (Satpol PP) members in Bandar Lampung City. The focus of the research is to determine how these three factors contribute to enhancing the effectiveness of regional officers in enforcing local regulations and maintaining public order. The findings are expected to provide insight into the importance of professional human resource management within local government institutions.

The research employed a quantitative approach using a survey method through questionnaires, interviews, and observations involving 68 Satpol PP employees selected using a total sampling technique. The collected data were analyzed using multiple linear regression with the assistance of SPSS version 25 to examine the partial and simultaneous effects of work discipline, performance allowances, and work motivation on employee performance.

The results show that all three variables have a positive and significant effect on the performance of Satpol PP members, both partially and simultaneously. Work discipline improves responsibility and punctuality, performance allowances enhance enthusiasm and loyalty, while work motivation strengthens the drive for achievement. Overall, the combination of these factors plays an essential role in fostering professional, optimal, and high-integrity performance among Satpol PP personnel in Bandar Lampung City.

Keywords: Work Discipline, Performance Allowance, Work Motivation, Employee Performance, Satpol PP, Bandar Lampung City.