

ABSTRACT

Saifulloh Ibrohim (2022). *The influence of work ethic and work motivation on the performance of employees at PT. Kirana Permata Lubai. Under the guidance of Darman Syafe'i, S.E., M.Si. and Titie Syahnaz Natalia, S.H., M.H.*

This research aimed to find the influence of work ethic and work motivation on the performance of employees at PT. Kirana Permata Lubai. The data collection technique used in this research was through the distribution of questionnaires. The total population was 60 employees at PT. Kirana Permata Lubai. The data analysis technique used was Multiple Linear Regression. Based on the results of the research, the work ethic variable had a t-count (5.914) > t-table (2.00247) so H_0 was rejected and H_a was accepted. This meant that there was an influence of work ethic on the performance of employees at Kirana Permata Lubai. Meanwhile, the work motivation variable t-count (3.546) > t-table (2.00247) so H_0 was rejected and H_a was accepted. This meant that there was an influence of work motivation on the performance of employees at Kirana Permata Lubai. Simultaneously, the F count obtained was 140.114 and F table was 3.16. So $F \text{ count } 140.114 > F \text{ table } 3.16$ then H_0 was rejected and H_a was accepted, meaning simultaneously there was a significant influence of work ethic and work motivation on the performance of employees at Kirana Permata Lubai. The coefficient of determination (R^2) obtained was 0.831. This meant that the contribution of the influence of work ethic and work motivation on the performance of employees was 83.1%, while the remaining 16.9% was influenced by other variables not included in this research model such as ability and expertise (Simamora cited in Budiasa, 2021,15).

Keywords : *work ethic, work motivation and employees' performance*

ABSTRAK

Saifulloh Ibrohim (2022). Pengaruh Etos Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Kirana Permata Lubai. Dibimbing oleh bapak Darman Syafe'i, S.E.,M.Si. selaku pembimbing I dan ibu Titie Syahnaz Natalia, S.H.,M.H selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Etos Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Kirana Permata Lubai. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 60 karyawan PT. Kirana Permata Lubai. Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil penelitian secara parsial variabel etos kerja memiliki nilai t -hitung (5.914) > t -tabel (2.00247) maka H_0 ditolak dan H_a diterima. Artinya bahwa ada pengaruh Etos Kerja terhadap Kinerja karyawan Kirana Permata Lubai. Sedangkan variabel motivasi kerja t -hitung (3.546) > t -tabel (2.00247) maka H_0 ditolak dan H_a diterima. Artinya bahwa ada pengaruh Motivasi Kerja terhadap Kinerja karyawan Kirana Permata Lubai. secara simultan didapatkan F_{hitung} sebesar 140.114 dan F_{tabel} 3.16. Jadi F_{hitung} 140.114 > F_{tabel} 3.16 maka H_0 ditolak dan H_a diterima, artinya secara simultan ada pengaruh signifikan Etos Kerja dan Motivasi Kerja terhadap Kinerja karyawan Kirana Permata Lubai Koefisien determinasi (R^2) yang diperoleh sebesar 0.831. Hal ini menunjukkan berarti sumbangan pengaruh Etos Kerja dan Motivasi Kerja terhadap Kinerja karyawan sebesar 83,1% sedangkan sisanya 16,9% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini seperti kemampuan dan keahlian (Simamora dikutip di Budiasa, 2021,15).

Kata Kunci: Etos Kerja, Motivasi Kerja Dan Kinerja Karyawan