

ABSTRACT

M. ARIF HADINATA (2023). *The Influence of Work Motivation and Discipline on the Employees' Performance of the UPTD Kemalaraja Health Center. This study was under the guidance of Ali Akbar, S.E., M.Si and Angga Wibowo Gultom, S.M.B., M.Si.*

This study discussed the Influence of Work Motivation and Discipline on the Employees' Performance of the UPTD Kemalaraja Health Center. The population in this study was 37 respondents. The data collection technique used in this study was through distributing questionnaires. The analytical method used was a quantitative method using multiple linear regression analysis. Based on the results of the partial analysis, there was an influence of motivation on the performance of UPTD Kemalaraja Health Center employees with a t-count (3.988) > t-table (2.03224). The work discipline variable had no influence on the performance of UPTD Kemalaraja Health Center employees with a t-count (1.059) < t-table (2.03224). Simultaneously, it was found that there was an influence of work motivation and discipline on the performance of UPTD Kemalaraja Health Center employees with F-count (7.989) > F-table (3.28). The coefficient of determination (R^2) obtained was 0.320. This showed that the percentage of the influence of work motivation and discipline on employees' performance at the UPTD Kemalaraja Health Center was 32.0%, while the remaining 68% was influenced by unknown variables in this study, such as ability factors, motivation factors, knowledge (Setiastuti et al., (Setiastuti et al., 2022).

Keywords: *Motivation, Work Discipline, Employees' Performance.*

ABSTRAK

M. ARIF HADINATA (2023). Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Pegawai UPTD Puskesmas Kemalaraja. Dibimbing oleh Bapak Ali Akbar, S.E., M.Si selaku pembimbing I dan Angga Wibowo Gultom, S.M.B.,M.Si selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Pegawai UPTD Puskesmas Kemalaraja. Populasi dalam penelitian ini adalah 37 responden. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linear berganda. Berdasarkan hasil analisis secara parsial ada pengaruh Motivasi terhadap kinerja pegawai UPTD Puskesmas Kemalaraja dengan nilai t-hitung (3,988) > t-tabel (2,03224). Variabel Disiplin kerja tidak ada pengaruh terhadap kinerja pegawai UPTD Puskesmas Kemalaraja dengan nilai t-hitung (1,059) < t-tabel (2,03224). Secara simultan didapatkan ada pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai UPTD Puskesmas Kemalaraja dengan nilai F-hitung (7,989) > F-tabel (3,28). Koefisien determinasi (R^2) yang diperoleh sebesar 0,320. Hal ini menunjukkan bahwa persentase sumbangan pengaruh Motivasi dan Disiplin kerja terhadap terhadap Kinerja pegawai pada UPTD Puskesmas Kemalaraja sebesar 32,0% sedangkan sisanya 68% dipengaruhi oleh variabel yang tidak diketahui dalam penelitian iniseperti faktor kemampuan faktor Motivasi, Pengetahuan (Setiastuti et al., (2022).

Kata Kunci : Motivasi, Disiplin kerja, Kinerja Pegawai.