

ABSTRAK

Rolina Anesta. 2021. Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Pegawai Kantor Camat Lengkiti Kab.OKU. **Skripsi Dibimbing Oleh Ibu Novegya Ratih Primandari, S.E., M.Si dan Ibu Rani Anwar S.Pd., M.M**

Penelitian ini membahas tentang pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai kantor Camat Lengkiti Kab.OKU. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuisioner. Jumlah sampel penelitian ini sebanyak 24 orang yang ditentukan dengan menggunakan teknik total sampling. Metode analisis yang digunakan adalah regresi linear berganda.. Hasil penelitian menunjukkan bahwa secara parsial (individu) antara variabel Motivasi (X1) tidak ada pengaruh signifikan terhadap kinerja pegawai (Y) dan variabel disiplin kerja (X2) berpengaruh signifikan terhadap kinerja pegawai (Y). Berdasarkan uji hipotesis secara simultan (keseluruhan) ada pengaruh motivasi (X1) dan disiplin kerja (X2) terhadap kinerja pegawai (Y) kantor Camat Lengkiti Kab.OKU. Nilai Koefisien determinasi (*R Square*) adalah sebesar 0,547 hal ini menunjukkan bahwa sebesar 54,7% sumbangan dari kinerja pegawai di Kantor Camat Lengkiti Kab.OKU bisa dijelaskan oleh variabel Motivasi (X1) dan Disiplin Kerja (X2) sedangkan sisanya sebesar 45,3% dipengaruhi oleh variabel lain seperti, pelatihan dan budaya organisasi yang tidak dimasukkan dalam penelitian ini, (Wijaya, 2019)

Kata Kunci: Motivasi, Disiplin Kerja, Kinerja Pegawai

ABSTRACT

Rolina Anesta. 2021. The Influence of Work Motivation and Discipline on Employees' Performance at the Lengkiti Sub-district Office, OKU Regency. Thesis Supervised by Novegya Ratih Primandari, S.E., M.Si and Rani Anwar S.Pd., M.M.

This study discusses the influence of motivation and work discipline on the employees' performance at the Lengkiti sub-district office, OKU Regency. The data collection technique used in this study is through the distribution of questionnaires. The number of samples in this study are 24 people who were determined using the total sampling technique. The analytical method used is multiple linear regression. The results show that partially (individually) between the Motivation variable (X1) there is no significant influence on Employees' Performance (Y) and the Work Discipline variable (X2) has a significant influence on Employees' Performance (Y). Based on the hypothesis test simultaneously (overall) there is an influence of Motivation (X1) and Work Discipline (X2) on Employees' Performance (Y) at the Lengkiti sub-district office, OKU Regency. The value of the coefficient of determination (R Square) is 0.547, it indicates that 54.7% of the contribution of employees' performance at the Lengkiti Sub-district Office, Kab.OKU can be explained by the variables of Motivation (X1) and Work Discipline (X2) while the remaining 45.3 % is influenced by other variables such as training and organizational culture which are not included in this study (Wijaya, 2019).

Keywords: Motivation, Work Discipline, Employees' Performance