

ABSTRAK

Della Anggilia(2022).Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Produktivitas Pegawai PadaDinas Perhubungan KabupatenOgan Komerling Ulu. Dibimbing oleh ibuNovie Almuhariah, S.E., M.Si selaku pembimbing I danibuRani Anwar, S.Pd., M.Mselaku pembimbing II. Penelitian ini bertujuanuntukmengetahuiPengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Produktivitas Pegawai PadaDinas Perhubungan KabupatenOgan Komerling Ulu.

Teknik analisis data yang digunakan adalahRegresi Linier Berganda.Berdasarkan hasil olah data didapatkan bahwa hasil analisis secara parsial variabeldisiplinkerjamemilikinilai-titung ($11.305 > t\text{-tabel } (2.018)$) maka H_0 ditolak dan H_a diterima. Artinya bahwa ada pengaruhDisiplin Kerja terhadap Produktivitas Pegawai Dinas Perhubungan Kabupaten OKU.SedangkanvariabelmotivasiKERJAmemilikinilai-titung ($4.699 > t\text{-tabel } (2.018)$) maka H_0 ditolak dan H_a diterima. Artinya bahwa ada pengaruh Motivasi Kerja terhadap Produktivitas Pegawai Dinas Perhubungan Kabupaten OKU. Secarasimultan $F_{hitung} 135.345 > F_{tabel} 3.22$ maka H_0 ditolak dan H_a diterima, artinya secara simultan ada pengaruhsignifikan Disiplin Kerja dan Motivasi Kerja terhadap Produktivitas Pegawai Dinas Perhubungan Kabupaten OKU.Koefisien determinasi (R^2) yang diperoleh sebesar 0.866. Hal ini menunjukkan berarti sumbangan pengaruh disiplin kerja dan motivasi kerja terhadap naik turunnya produktivitas pegawai sebesar 86,6% sedangkan sisanya 13,4% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini seperti etos kerja dan lingkungan atau sarana kerja yang baik(Afandi, 2021:92).

Kata Kunci:Disiplin Kerja, Motivasi Kerja dan Produktivitas Pegawai

ABSTRACT

Della Anggilia (2022). The Influence of Work Discipline and Work Motivation on Employees' Productivity at the Department of Transportation, OganKomerUlu Regency. Under the guidance of NovieAlmuhariah, S.E., M.Siand Rani Anwar, S.Pd., M.M. This study aims to determine the influence of work discipline and work motivation on employees' productivity at the Department of Transportation, OganKomerUlu Regency.

The data analysis technique used is Multiple Linear Regression. Based on the results of data processing, it was found that the results of the partial analysis of the work discipline variable had a t-count (11.305) > t-table (2.018), then H_0 is rejected and H_a is accepted. This means that there is an influence of Work Discipline on the Productivity of the OKU Regency Transportation Service Employees. While the work motivation variable has a value of t-count (4,699) > t-table (2,018), then H_0 is rejected and H_a is accepted. This means that there is an influence of work motivation on employees' productivity at the OKU Regency Transportation Service. Simultaneously Fcount 135.345 > Ftable 3.22 then H_0 is rejected and H_a is accepted, meaning that simultaneously there is a significant influence of Work Discipline and Work Motivation on the Productivity of OKU Regency Transportation Service Employees. The coefficient of determination (R^2) obtained is 0.866. This shows that the contribution of work discipline and work motivation to the rise and fall of employees' productivity is 86.6% while the remaining 13.4% is influenced by other variables not included in this research model such as work ethic and good work environment or facilities (Afandi , 2021:92).

Keywords: Work Discipline, Work Motivation and Employees' Productivity