

ABSTRAK

Galuh Gumelar Ag Putra Panggalih (2023), Pengaruh Disiplin Kerja Dan Motivasi Terhadap Kinerja Karyawan PT. Mitra Ogan Di Ogan Komerig Ulu. Dibawah bimbingan **Darman Sy`afei, S.E., M.Si. dan Rani Anwar, S.Pd., M.M.** Skripsi ini membahas tentang Pengaruh Disiplin Kerja Dan Motivasi Terhadap Kinerja Karyawan PT. Mitra Ogan Di Ogan Komerig Ulu. Populasi dalam penelitian ini adalah 29 orang Karyawan PT Mitra Ogan Karang Di Ogan Komerig Ulu. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Disiplin Kerja (X_1) sebesar 3.257, Motivasi (X_2) sebesar 1.821 dan lebih besar jika dibandingkan dengan nilai t tabel sebesar 1.705 menyatakan variabel Disiplin Kerja (X_1) berpengaruh signifikan dan variabel Motivasi (X_2) berpengaruh signifikan terhadap Kinerja Karyawan pada PT Mitra Ogan Di Ogan Komerig Ulu. Nilai F hitung sebesar 8.928 lebih besar dari F tabel sebesar 3.37 menyatakan bahwa bahwa secara bersama-sama Disiplin Kerja dan Motivasi berpengaruh signifikan Terhadap Kinerja Karyawan Pada PT Mitra Ogan Di Ogan Komerig Ulu. Nilai koefisien determinasi (*Adjusted R Square*) sebesar 0.407 artinya dalam hal ini sumbangan pengaruh Disiplin Kerja, dan Motivasi Terhadap Kinerja Karyawan sebesar 40,7%, sedangkan sisanya 59,7% dipengaruhi oleh variabel lainnya di luar variabel yang dimasukkan dalam model penelitian ini, yaitu seperti kemampuan dan keahlian (Budiasa, 2021:15)

Kata Kunci : Disiplin Kerja, Motivasi, Kinerja Karyawan.

ABSTRACT

Galuh Gumelar Ag Putra Panggalih (2023), *The Influence of Work Discipline and Motivation on Employees' Performance at PT. Mitra Ogan in Ogan Komerig Ulu*. Under the guidance of Darman Sy`afei, S.E., M.Si. and Rani Anwar, S.Pd., M.M. This research discussed the influence of work discipline and motivation on employees' performance at PT. Mitra Ogan in Ogan Komerig Ulu. The population in this study were 29 employees of PT Mitra Ogan Karang at Ogan Komerig Ulu. The analytical method used was a quantitative method using multiple linear regression analysis. The results of the analysis explained that the t count of each Work Discipline variable (X1) was 3,257, Motivation (X2) was 1,821 and was greater when compared to the t table value of 1.705 stating that the Work Discipline variable (X1) had a significant influence and the Motivation variable (X2) had significant influence on employees' performance at PT Mitra Ogan in Ogan Komerig Ulu. The calculated F value of 8,928 was greater than the F table of 3.37 which stated that work discipline and motivation together had a significant influence on employees' performance at PT Mitra Ogan in Ogan Komerig Ulu. The coefficient of determination (Adjusted R Square) was 0.407, meaning that in this case the contribution of the influence of Work Discipline and Motivation on Employees' Performance was 40.7%, while the remaining 59.7% was influenced by other variables outside the variables included in this research model, namely abilities and expertise (Budiasa, 2021:15)

Keywords: Work Discipline, Motivation, Employees' Performance

