

## ABSTRAK

**Dandi Apriya Saputra, NPM 2011016** Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Mitra Ogan Kebun Peninjauan Inti 2. Dibawah bimbingan **Ibu Anis Feblin, S.E., M.Si.** selaku Pembimbing I dan **Ibu RR. Dimas Veronica Priharti, S.E., M.M.** selaku Pembimbing II. Tujuan penelitian ini adalah untuk mengetahui Pengaruh Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Mitra Ogan Kebun Peninjauan Inti 2. Populasi dalam penelitian ini adalah para karyawan kantor di PT. Mitra Ogan Kebun Peninjauan Inti 2. Responden yang terlibat dalam penelitian ini sebanyak 25 responden. Analisis yang digunakan adalah regresi linier berganda. Hasil dari analisis regresi berganda yang telah dilakukan diperoleh hasil yaitu,  $Y = 9391,230 + 0,424 X_1 + 0,407 X_2 + e$ . Variabel independen yang paling berpengaruh terhadap variable dependen ialah variable Disiplin Kerja (0,424) diikuti oleh variable Motivasi Kerja (0,407). Hasil uji t membuktikan bahwa semua variable independen (Disiplin Kerja ( $X_1$ ) Dan Motivasi Kerja ( $X_2$ )) mempunyai pengaruh positif terhadap variable dependen yaitu Kinerja Karyawan (Y) dan koefisien determinasi ( $R^2$ ) yaitu diperoleh sebesar 0,590. Hal ini berarti 59 % kinerja karyawan dipengaruhi oleh variable Disiplin Kerja dan Motivasi Kerja. Dan sisanya 41 % dipengaruhi oleh variabel lain.

**Kata Kunci: Disiplin Kerja, Motivasi Kerja dan Kinerja Karyawan.**

## **ABSTRACT**

**Dandi Apriya Saputra, NPM 2011016** The Influence of Work Discipline and Work Motivation on Employees' Performance at PT. Mitra Ogan Kebun Peninjauan Inti 2. Under the guidance of **Anis Feblin, S.E., M.Si.** and **RR. Dimas Veronica Priharti, S.E., M.M.** The purpose of this research was to determine the influence of work discipline and work motivation on employees' performance at PT. Mitra Ogan Kebun Peninjauan Inti 2. The population in this study were office employees at PT. Mitra Ogan Kebun Peninjauan Inti 2. There were 25 respondents involved in this research. The analysis used was multiple linear regression. The results of the multiple regression analysis that had been carried out are,  $Y = 9391.230 + 0.424 X1 + 0.407 X2 + e$ . The independent variable that had the most influence on the dependent variable was the Work Discipline variable (0.424) followed by the Work Motivation variable (0.407). The results of the t test proved that all independent variables (Work Discipline (X1) and Work Motivation (X2)) had a positive influence on the dependent variable, namely Employees' Performance (Y) and the coefficient of determination (R<sup>2</sup>), which was obtained at 0.590. This meant that 59% of employees' performance was influenced by the variables Work Discipline and Work Motivation and the remaining 41% was influenced by other variables.

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