

ABSTRAK

HAMIDAH FATMASARI (2022) Pengaruh Disiplin Kerja, Motivasi Kerja dan Pengembangan Karir terhadap Kinerja Karyawan Perusahaan Daerah Air Minum OKU Kabupaten Ogan Komering Ulu. Dibimbing Oleh Novegya Ratih Primandari, S.E., M.Si selaku pembimbing I dan Dahlia, S.E., M.Si selaku pembimbing II.

Penelitian ini membahas tentang pengaruh Disiplin Kerja, Motivasi Kerja dan pengembangan karir terhadap kinerja Karyawan OKU Kabupaten Ogan Komering ulu. Populasi dalam penelitian ini adalah 30 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. Hasil analisis dalam penelitian ini menjelaskan t_{hitung} masing-masing variabel disiplin kerja (X_1) sebesar 7,964, motivasi kerja (X_2) sebesar 2,628 dan pengembangan karir sebesar 2,973 lebih besar jika dibandingkan dengan nilai t_{tabel} sebesar 2,05553 yang menyatakan masing-masing variabel berpengaruh secara parsial terhadap kinerja karyawan perusahaan daerah air minum oku kabupaten ogan komering ulu. Secara simultan ada pengaruh disiplin kerja motivasi kerja dan pengembangan karir terhadap kinerja karyawan perusahaan daerah air minum oku kabupaten ogan komering ulu. dengan F_{hitung} sebesar 371,992 lebih besar dari F_{tabel} sebesar 2,98. nilai koefisien determinasi (*Adjusted R square*) sebesar 0,975 artinya dalam hal ini sumbangan disiplin kerja, motivasi kerja dan pengembangan karir sebesar 975%, sedangkan sisanya 2,5% dipengaruhi variabel lain yang tidak diteliti dalam penelitian ini yaitu kepemimpinan dan budaya kerja (Afandi, 2021:87).

Kata kunci : Disiplin Kerja, Motivasi Kerja, Pengembangan Karir Kinerja Karyawan

ABSTRACT

HAMIDAH FATMASARI (2022) The Influence of Work Discipline, Work Motivation and Career Development on Employees' Performance at OKU Regional Waterwork Company, Ogan Komering Ulu Regency. This research was under the guidance of Novegya Ratih Primandari, S.E., M.Si and Dahlia, S.E., M.Si.

This study discussed the influence of work discipline, work motivation and career development on the performance of OKU employees, Ogan Komering ulu Regency. The population in this study was 30 respondents, the data collection technique used in this study was through the distribution of questionnaires. The analytical method used was a quantitative method using multiple linear regression analysis tools. The results of the analysis in this study explain that the tcount of each work discipline variable (X1) is 7,964, work motivation (X2) was 2,628 and career development was 2,973, which was greater than the ttable value of 2,05553 which stated that each variable had a significant influence partially on the performance of the employees of the regional waterwork company Oku, Ogan Komering ulu district. Simultaneously there was an influence of work discipline, work motivation and career development on the performance of the employees at the regional waterwork company, Ogan Komering Ulu district. with Fcount of 371.992, which was greater than Ftable of 2.98. The value of the coefficient of determination (Adjusted R square) of 0.975 meant that in this case the contribution of work discipline, work motivation and career development was 975%, while the remaining 2.5% was influenced by other variables. not examined in this study, namely leadership and work culture (Afandi, 2021:87).

Keywords: Work Discipline, Work Motivation, Career Development, Employees' Performance