

Pengaruh motivasi kerja dan disiplin kerja terhadap kinerja pegawai pada sekretariat dewan pertimbangan presiden = The influence of work motivation and work discipline of employee performance at the secretariat of the advisory council of the president

Danang Cahyo Wibowo, author

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Abstrak

ABSTRAK

Tesis ini tentang pengaruh motivasi kerja dan disiplin kerja terhadap kinerja pegawai pada Sekretariat Dewan Pertimbangan Presiden. Tujuan penelitian ini adalah 1 untuk menguji pengaruh motivasi kerja terhadap kinerja pegawai; 2 untuk menguji pengaruh disiplin kerja terhadap kinerja pegawai; 3 untuk menguji pengaruh motivasi kerja dan disiplin kerja secara bersama-sama terhadap kinerja pegawai. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei dalam pengumpulan data. Teknik pengambilan sampel menggunakan total sampling atau sensus sebanyak 57 orang pegawai. Teknik pengumpulan data dilakukan dengan menggunakan kuesioner. Metode analisis menggunakan analisis regresi sederhana dan berganda. Dari hasil penelitian membuktikan bahwa 1 ada pengaruh yang positif dan signifikan antara motivasi kerja terhadap kinerja pegawai Sekretariat Dewan Pertimbangan Presiden, 2 ada pengaruh positif dan signifikan antara disiplin kerja terhadap kinerja pegawai Sekretariat Dewan Pertimbangan Presiden, dan 3 ada pengaruh positif dan signifikan antara motivasi kerja dan disiplin kerja secara bersama-sama terhadap kinerja.

ABSTRACT

This study is about the influence of work motivation and work discipline on the performance of employees at the Secretariat of the Presidential Advisory Council. The objectives of the study were 1 to examine the effect of work motivation on employee performance 2 to examine the effect of work discipline on employee performance 3 to test the effect of work motivation and work discipline collectively on employee performance. This research uses quantitative approach with survey method in collecting data. Sampling technique using total sampling or census as many as 57 employees. Data collection techniques were conducted using questionnaires. The method of analysis using simple and multiple regression analysis. From the result of the research proves that 1 there is positive and significant influence between work motivation on employee performance Secretariat of Presidential Advisory Council, 2 there is positive and significant influence between work discipline on employee performance Secretariat of Presidential Advisory Council, and 3 Positive and significant between work motivation and work discipline collectively on performance.