

PENGARUH DISIPLIN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN PADA PT. XL AXIATA CABANG SINGARAJA

Putu Berliana Olivia Nirmala Yanthi¹, I Putu Gede Parma², Komang Krisna Heryanda³

^{1,2,3}Jurusan Manajemen, Fakultas Ekonomi
Universitas Pendidikan Ganesha
Singaraja, Indonesia

e-mail: berlinberlin59@yahoo.com, gede.parma@undiksha.ac.id,
krisna.heryanda@undiksha.ac.id

ABSTRAK

Penelitian ini bertujuan untuk menguji (1) pengaruh disiplin kerja dan motivasi terhadap kinerja karyawan, (2) pengaruh disiplin kerja terhadap kinerja karyawan, (3) pengaruh motivasi terhadap kinerja karyawan pada PT. XL Axiata Tbk. Cabang Singaraja. Berdasarkan karakteristik masalah yang diteliti maka penelitian ini menggunakan penelitian desain penelitian kuantitatif kausal. Subjek dalam penelitian ini adalah PT. XL Axiata Tbk. Cabang Singaraja. Sedangkan objek dalam penelitian ini adalah disiplin kerja, motivasi kerja, dan kinerja karyawan. Populasi yang digunakan dalam penelitian ini adalah seluruh karyawan PT. XL Axiata Tbk. Cabang Singaraja dengan jumlah seluruh karyawan yaitu 37 orang dimana karyawan di bagian sales 22 orang, di bagian promo 5 orang, di bagian activation 4 orang, dibagian umum 3 orang, di bagian keuangan 3 orang. Data dikumpulkan dengan menggunakan kuesioner dan dianalisis menggunakan analisis regresi linear berganda yang dibantu program *Statistical Product and Service Solution* versi 22. Adapun hasil dari penelitian ini adalah (1) disiplin kerja dan motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan (2) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan (3) motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata-kata kunci : disiplin kerja, kinerja karyawan, motivasi.

ABSTRACT

The research aimed at examining (1) the impact of work and motivation discipline toward employee performance, (2) the impact of work discipline toward employee performance, (3) the influence of motivation toward employee performance in PT. XL Axiata Tbk. Branch Singaraja. In line with problem characteristic observed by the researcher, casual quantitative of research design was applied. PT. XL Axiata Tbk. Singaraja Branch was the subject of this research. Meanwhile the objects of research were work discipline, work motivation and employee performance. Were used as the population 37 population were 22 employees in sales department, 5 employees in promotion department, 4 employees in activation department, 3 employees in general department and 3 employees in finance department. This study applied questionnaire in order to collect the data. Design of study was casual quantitative and the data were analyzed by using multiple linear regression and program assisted Statistical Product and Service Solution version 22. The result of the research shows (1) discipline and motivation gives significant toward employee performance (2) discipline gives significant toward employee performance and (3) motivation gives significant toward employee performance.

Keywords: employee performance, motivation, work discipline.

