

**PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA  
KARYAWAN PADA PERUSAHAAN KUE PIA DI DESA BANYUNING**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh secara simultan dan parsial dari variabel motivasi kerja dan disiplin kerja terhadap kinerja karyawan. Penelitian ini menggunakan rancangan penelitian kuantitatif kausal. Subjek yang digunakan dalam penelitian ini adalah Perusahaan Kue Pia di Desa Banyuning dengan objek yang digunakan dalam penelitian ini yaitu motivasi kerja, disiplin kerja, dan kinerja karyawan. Metode pengumpulan data yang digunakan yaitu observasi, wawancara dan kuesioner dan kemudian dianalisis dengan menggunakan analisis regresi linier berganda. Hasil penelitian ini menunjukkan hasil bahwa (1) motivasi kerja dan disiplin kerja secara bersama-sama berpengaruh terhadap kinerja karyawan. (2) motivasi kerja berpengaruh secara positif dan signifikan terhadap kinerja karyawan. (3) disiplin kerja berpengaruh secara positif dan signifikan terhadap kinerja karyawan.

**Kata Kunci:** disiplin kerja, kinerja karyawan, motivasi kerja

**ABSTRACT**

Researchers conducted a study with the hope to find out how the actual contribution of the influence simultaneously and partially from aspects of work motivation variables and aspects of work discipline variables to aspects of employee performance variables. The researcher applied a research design in the form of causal quantitative. Then the researcher chose the research subject at the Kue Pia Company in Banyuning Village by choosing 3 types of objects, namely (1) Aspects of work motivation variables, (2) Aspects of work discipline variables, and (3) Aspects of employee performance variables. The type of population that the researcher chose was all employees who worked at the Pia Cake Company in Banyuning Village as many as 58 people. The method or form of the method in collecting data is implemented by observing activities, interviewing and distributing questionnaires and then proceeding to the analysis stage by implementing the type of multiple linear regression analysis. The results of this study led to the results that (1) The variable aspect of work motivation and the aspect of the work discipline variable simultaneously gave rise to the

contribution of influence on the variable aspect of employee performance. (2) The variable aspect of work motivation gives rise to a positive and significant influence on the variable aspect of employee performance. (3) The aspect of the work discipline variable has a positive and significant influence on the variable aspect of employee performance.

**Keywords:** work discipline, employee performance, work motivation

