

PENGARUH DISIPLIN DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI DI KANTOR CAMAT BULELENG

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ABSTRAK

Penelitian ini dilakukan bertujuan untuk menganalisis: (1) pengaruh disiplin kerja terhadap kinerja pegawai pada Kantor Camat Buleleng, (2) pengaruh motivasi kerja terhadap kinerja pegawai pada Kantor Camat Buleleng dan (3) pengaruh disiplin dan motivasi kerja terhadap kinerja pegawai pada Kantor Camat Buleleng. Jenis penelitian ini adalah kuantitatif kausalitas, dengan populasi seluruh pegawai pada Kantor Camat Buleleng yang jumlahnya 60 orang responden. Teknik sampling yang digunakan berupa sampel jenuh, yang berarti seluruh populasi termasuk ke dalam sampel. Metode pengumpulan data yang digunakan berupa kuesioner dan analisisnya menggunakan regresi linear berganda. Hasil dari penelitian ini menunjukkan bahwa (1) terdapat pengaruh positif yang signifikan disiplin kerja terhadap kinerja pegawai Kantor Camat Buleleng, (2) terdapat pengaruh positif yang signifikan motivasi kerja terhadap kinerja pegawai Kantor Camat Buleleng, dan (3) terdapat pengaruh positif yang signifikan dari disiplin kerja dan motivasi kerja terhadap kinerja pegawai di Kantor Camat Buleleng.

Kata Kunci: Disiplin Kerja, Motivasi Kerja, Kinerja.

THE INFLUENCE OF WORK DISCIPLINE AND MOTIVATION ON EMPLOYEE PERFORMANCE AT THE BULELENG SUB-DISTRICT OFFICE

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ABSTRACT

This study was conducted with the aim to analyze: (1) the effect of work discipline on employee performance at the Buleleng Sub-District Office, (2) the effect of work motivation on employee performance at the Buleleng Sub-District Office, and (3) the combined effect of work discipline and work motivation on employee performance at the Buleleng Sub-District Office. This research is a quantitative causal study, with a population consisting of all employees at the Buleleng Sub-District Office, totaling 60 respondents. The sampling technique used was a saturated sample, meaning the entire population was included in the sample. Data were collected using a questionnaire and analyzed using multiple linear regression analysis. The results of this study indicate that: (1) work discipline has a positive and significant effect on employee performance at the Buleleng Sub-District Office, (2) work motivation has a positive and significant effect on employee performance at the Buleleng Sub-District Office, and (3) both work discipline and work motivation together have a positive and significant effect on employee performance at the Buleleng Sub-District Office.

Keywords: *Work discipline; Work motivation; Performance.*