

ABSTRAK

Ni Dwi Fefiyani Subawa, Pengaruh Motivasi, Budaya Kerja, dan Kepemimpinan terhadap disiplin Kerja Pegawai di Fakultas Kedokteran Universitas Pendidikan Ganesha, Singaraja, Pascasarjana Universitas Pendidikan Ganesha, 2026.

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi, budaya kerja, dan kepemimpinan terhadap disiplin kerja pegawai di Fakultas Kedokteran Universitas Pendidikan Ganesha. Disiplin kerja merupakan aspek penting dalam mendukung efektivitas organisasi, khususnya dalam penyelenggaraan layanan akademik dan administrasi. Permasalahan kedisiplinan pegawai yang tercermin dari ketidakhadiran, keterlambatan, serta ketidakpatuhan terhadap jam kerja menjadi dasar perlunya kajian empiris mengenai faktor-faktor yang memengaruhinya, sehingga dapat dirumuskan strategi pengelolaan sumber daya manusia yang lebih efektif dan berkelanjutan.

Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian kausal. Penelitian dilaksanakan di Fakultas Kedokteran Universitas Pendidikan Ganesha dengan subjek penelitian seluruh pegawai administrasi. Data diperoleh dari sumber data primer melalui penyebaran kuesioner tertutup yang disusun berdasarkan indikator masing-masing variabel. Instrumen penelitian telah melalui uji validitas dan uji reliabilitas untuk memastikan kelayakan pengukuran. Teknik pengumpulan data dilakukan dengan metode survei, sedangkan teknik analisis data menggunakan analisis regresi linear berganda yang diawali dengan uji asumsi klasik, meliputi uji normalitas, multikolinearitas, dan heteroskedastisitas. Analisis dilakukan untuk menguji pengaruh motivasi, budaya kerja, dan kepemimpinan terhadap disiplin kerja pegawai baik secara parsial maupun simultan.

Hasil penelitian menunjukkan bahwa motivasi dan budaya kerja berpengaruh positif dan signifikan terhadap disiplin kerja pegawai, sedangkan kepemimpinan berpengaruh negatif dan signifikan terhadap disiplin kerja pegawai. Secara simultan, motivasi, budaya kerja, dan kepemimpinan berpengaruh signifikan terhadap disiplin kerja pegawai di Fakultas Kedokteran Universitas Pendidikan Ganesha. Simpulan penelitian ini menegaskan bahwa peningkatan disiplin kerja pegawai perlu difokuskan pada penguatan motivasi dan internalisasi budaya kerja yang konsisten, disertai evaluasi terhadap pola kepemimpinan yang diterapkan. Penelitian ini merekomendasikan agar pimpinan institusi lebih menekankan penguatan sistem kerja dan budaya organisasi sebagai upaya berkelanjutan dalam meningkatkan disiplin kerja pegawai.

Kata kunci: motivasi, budaya kerja, kepemimpinan, disiplin kerja.

ABSTRACT

Ni Dwi Fefiyani Subawa, *The Influence of Motivation, Work Culture, and Leadership on Employee Work Discipline at the Faculty of Medicine, Universitas Pendidikan Ganesha, Singaraja, Graduate Program, Universitas Pendidikan Ganesha, 2026.*

This study aims to analyze the effects of motivation, work culture, and leadership on employee work discipline at the Faculty of Medicine, Universitas Pendidikan Ganesha. Work discipline is an important aspect in supporting organizational effectiveness, particularly in the delivery of academic and administrative services. Problems related to employee discipline, as reflected in absenteeism, tardiness, and non-compliance with working hours, underline the need for an empirical examination of the factors influencing work discipline in order to formulate more effective and sustainable human resource management strategies.

This study employed a quantitative approach with a causal research design. The research was conducted at the Faculty of Medicine, Universitas Pendidikan Ganesha, involving all administrative staff as the research subjects. Data were obtained from primary sources through the distribution of structured questionnaires developed based on the indicators of each research variable. The research instruments were tested for validity and reliability to ensure measurement accuracy. Data collection was carried out using a survey method, while data analysis employed multiple linear regression analysis, preceded by classical assumption tests, including normality, multicollinearity, and heteroscedasticity tests. The analysis was conducted to examine the partial and simultaneous effects of motivation, work culture, and leadership on employee work discipline.

The results indicate that motivation and work culture have a positive and significant effect on employee work discipline, whereas leadership has a negative and significant effect on employee work discipline. Simultaneously, motivation, work culture, and leadership have a significant effect on employee work discipline at the Faculty of Medicine, Universitas Pendidikan Ganesha. The conclusions of this study emphasize that efforts to improve employee work discipline should focus on strengthening motivation and consistently internalizing work culture, accompanied by an evaluation of leadership practices. This study recommends that institutional leaders place greater emphasis on strengthening work systems and organizational culture as sustainable efforts to enhance employee work discipline.

Keywords: *motivation, work culture, leadership, work discipline*