

PENGARUH DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN KOPERASI DI DESA PENEHEL

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja dan motivasi kerja terhadap kinerja karyawan koperasi di Desa Penebel, Kabupaten Tabanan. Penelitian menggunakan pendekatan kuantitatif dengan desain kausal. Populasi penelitian berjumlah 51 orang karyawan dari empat koperasi, dengan teknik sampling jenuh sehingga seluruh populasi dijadikan sampel. Pengumpulan data dilakukan melalui kuesioner dengan skala Likert, serta didukung oleh observasi dan dokumentasi. Analisis data menggunakan regresi linier berganda dengan terlebih dahulu melalui uji asumsi klasik yang meliputi normalitas, multikolinearitas, dan heteroskedastisitas. Hasil penelitian menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai t hitung sebesar 4,315 dan signifikansi 0,000. Motivasi kerja juga berpengaruh positif dan signifikan dengan nilai t hitung sebesar 18,993 dan signifikansi 0,000, serta memiliki pengaruh yang lebih dominan dibandingkan disiplin kerja. Secara simultan, disiplin kerja dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan, yang ditunjukkan oleh nilai F hitung sebesar 3296,496 dengan signifikansi 0,000.

Kata kunci: disiplin kerja, motivasi kerja, kinerja karyawan, koperasi, regresi linier berganda

**THE EFFECT OF WORK DISCIPLINE AND WORK
MOTIVATION ON THE PERFORMANCE OF COOPERATIVE
EMPLOYEES IN PENEHEL VILLAGE**

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ABSTRACT

This study aimed to analyze the effect of work discipline and work motivation on the performance of cooperative employees in Penehel Village, Tabanan Regency. The study employed a quantitative approach with a causal research design. The research population consisted of 51 employees from four cooperatives, and a saturated sampling technique was applied, whereby the entire population was used as the sample. Data were collected through questionnaires using a Likert scale and were supported by observation and documentation. Data analysis was conducted using multiple linear regression, preceded by classical assumption tests, including normality, multicollinearity, and heteroscedasticity tests. The results showed that work discipline had a positive and significant effect on employee performance, with a t-value of 4.315 and a significance value of 0.000. Work motivation also had a positive and significant effect on employee performance, with a t-value of 18.993 and a significance value of 0.000, and it had a more dominant influence than work discipline. Simultaneously, work discipline and work motivation had a significant effect on employee performance, as indicated by an F-value of 3296.496 and a significance value of 0.000.

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