

ABSTRAK

Wedastra, Kadek Nico (2026), Pengaruh Motivasi Kerja, Disiplin Kerja, Dan Pelatihan Kerja Terhadap Kinerja Karyawan Pada Perusahaan Daerah Air Minum Tirta Hita Buleleng

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Kata-kata Kunci : Motivasi kerja, disiplin kerja, pelatihan kerja, kinerja karyawan.

Penelitian ini bertujuan untuk menguji pengaruh motivasi kerja, disiplin kerja, dan pelatihan kerja secara parsial maupun simultan terhadap kinerja karyawan pada Perumda Air Minum Tirta Hita Buleleng. Desain penelitian yang digunakan adalah penelitian kuantitatif kausal. Populasi penelitian adalah seluruh karyawan Perumda Air Minum Tirta Hita Buleleng yang berjumlah 95 responden. Data dikumpulkan melalui penyebaran kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data menggunakan analisis regresi linier berganda yang didahului dengan uji asumsi klasik, serta pengujian hipotesis melalui uji t dan uji F. Hasil penelitian menunjukkan bahwa: (1) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; (2) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; (3) pelatihan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan; dan (4) motivasi kerja, disiplin kerja, dan pelatihan kerja secara simultan berpengaruh signifikan terhadap kinerja karyawan pada Perumda Air Minum Tirta Hita Buleleng.

ABSTRACT

Wedastra, Kadek Nico (2026), The Influence of Work Motivation, Work Discipline, and Job Training on Employee Performance at the Tirta Hita Buleleng Regional Drinking Water Company

This thesis has been approved and examined by Supervisor I: Dr. Dra. Ni Made Suci, M.Si. and Supervisor II: Dr. I Nengah Suarmanayasa, S.E., M.Si.

Keywords: Work motivation, work discipline, job training, employee performance.

This study aims to examine the influence of work motivation, work discipline, and job training partially or simultaneously on employee performance at Perumda Tirta Hita Buleleng Drinking Water. The research design used is causal quantitative research. The research population is all employees of Perumda Air Minum Tirta Hita Buleleng which totals 95 respondents. Data is collected through the deployment of questionnaires that have been tested for validity and reliability. The data analysis technique used multiple linear regression analysis preceded by a classical assumption test, as well as hypothesis testing through a t-test and an F test. The results of the study showed that: (1) work motivation had a positive and significant effect on employee performance; (2) work discipline has a positive and significant effect on employee performance; (3) job training has a positive and significant effect on employee performance; and (4) work motivation, work discipline, and job training simultaneously have a significant effect on employee performance at Perumda Tirta Hita Buleleng Drinking Water.

