

**PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP
KINERJA KARYAWAN PADA KOPERASI SERBA USAHA TUNAS
MERTHA MANDIRI SINGARAJA**

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ABSTRAK

Tujuan penelitian ini untuk memperoleh temuan eksplanatif yang teruji tentang pengaruh (1) motivasi kerja dan disiplin terhadap kinerja karyawan, (2) motivasi kerja terhadap disiplin kerja, (3) motivasi kerja terhadap kinerja karyawan, dan (4) disiplin kerja terhadap kinerja karyawan. Subjek dalam penelitian ini adalah seluruh karyawan Koperasi Serba Usaha Tunas Mertha Mandiri Singaraja dan objek penelitian ini motivasi kerja, disiplin kerja dan kinerja karyawan. Populasi dalam penelitian ini adalah seluruh karyawan yang berjumlah 39 orang. Penelitian ini termasuk penelitian populasi karena seluruh karyawan dijadikan unit pengamatan. Data dikumpulkan dengan metode kuesioner, kemudian dianalisis dengan analisis jalur. Temuan hasil penelitian ini menunjukkan bahwa (1) motivasi kerja dan disiplin kerja berpengaruh positif terhadap kinerja karyawan, (2) motivasi kerja berpengaruh secara positif terhadap disiplin kerja, (3) motivasi kerja berpengaruh positif terhadap kinerja karyawan, dan (4) disiplin kerja berpengaruh positif terhadap kinerja karyawan pada Koperasi Serba Usaha Tunas Mertha Mandiri Singaraja.

Kata kunci : motivasi kerja, disiplin kerja, dan kinerja karyawan.

**INFLUENCE OF WORK MOTIVATION AND DISCIPLINE OF WORK
ON EMPLOYEE PERFORMANCE AT KOPERASI SERBA USAHA
TUNAS MERTHA MANDIRI SINGARAJA**

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ABSTRACT

This study aimed to obtain tested explanative findings of the effect of (1) work motivation and discipline on the employee performances, (2) work motivation towards the discipline of work, (3) work motivation towards the employee performances, and (4) work discipline toward the employee performances. The subject of this study were all employees of the Cooperative of Tunas MerthaMandiriSingaraja, and the object of this study were the work motivation, work discipline, and employee performances. The population of this study was all employees; the total number of the employees were 39 people. This study was categorized as population research since all employees were considered as observation units. The data were collected by using questionnaire method, then analyzed by path analysis. The findings of this study showed that (1) work motivation and work discipline have a positive effect on the employee performances, (2) work motivation has a positive effect on work discipline, (3) work motivation has a positive effect on the employee performances, and work discipline has a positive effect on the employee performance at the Cooperative of Tunas MerthaMandiriSingaraja.

Keywords: work motivation, work discipline, and employee performance.