

PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI DI DINAS PENDIDIKAN KEPEMUDAAN DAN OLAHRAGA KABUPATEN KARANGASEM

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja dan disiplin kerja terhadap kinerja pegawai pada Dinas Pendidikan Kepemudaan dan Olahraga Kabupaten Karangasem. Permasalahan yang melatarbelakangi penelitian ini adalah masih rendahnya motivasi dan disiplin kerja pegawai yang berdampak pada belum optimalnya kinerja pegawai. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian kausal. Populasi dalam penelitian ini adalah seluruh pegawai ASN pada Dinas Pendidikan Kepemudaan dan Olahraga Kabupaten Karangasem sebanyak 50 orang. Teknik pengambilan sampel menggunakan metode sensus, sehingga seluruh populasi dijadikan responden penelitian. Data dikumpulkan melalui kuesioner dengan skala Likert dan dianalisis menggunakan analisis regresi linier berganda dengan bantuan program SPSS. Hasil penelitian menunjukkan bahwa motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Disiplin kerja juga berpengaruh positif dan signifikan terhadap kinerja pegawai. Secara simultan, motivasi kerja dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Nilai koefisien determinasi (R^2) sebesar 0,756 menunjukkan bahwa 75,6% variasi kinerja pegawai dapat dijelaskan oleh motivasi kerja dan disiplin kerja, sedangkan sisanya sebesar 24,4% dipengaruhi oleh faktor lain di luar penelitian. Hasil penelitian ini mengindikasikan bahwa peningkatan motivasi kerja dan disiplin kerja mampu meningkatkan kinerja pegawai pada Dinas Pendidikan Kepemudaan dan Olahraga Kabupaten Karangasem. Oleh karena itu, instansi perlu meningkatkan program pelatihan, pembinaan, pengawasan, serta penerapan disiplin kerja secara konsisten guna mendukung peningkatan kinerja pegawai.

Kata Kunci: Motivasi Kerja, Disiplin Kerja, Kinerja Pegawai.

***THE INFLUENCE OF WORK MOTIVATION AND
DISCIPLINE ON EMPLOYEE PERFORMANCE IN THE
EDUCATION, YOUTH, AND SPORTS OFFICE OF
KARANGASEM REGENCY***

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ABSTRACT

This study aims to analyze the effect of work motivation and work discipline on employee performance at the Karangasem Regency Department of Education, Youth, and Sports. The problem underlying this study is the relatively low level of employee motivation and work discipline, which affects the achievement of optimal employee performance. This study employed a quantitative approach with a causal research design. The population consisted of all 50 civil servant employees at the Karangasem Regency Department of Education, Youth, and Sports. A census sampling technique was used, in which the entire population was included as research respondents. Data were collected through a questionnaire using a Likert scale and analyzed using multiple linear regression analysis with the assistance of SPSS software. The results showed that work motivation had a positive and significant effect on employee performance. Work discipline also had a positive and significant effect on employee performance. Simultaneously, work motivation and work discipline had a positive and significant effect on employee performance. The coefficient of determination (R^2) of 0.756 indicates that 75.6% of the variation in employee performance can be explained by work motivation and work discipline, while the remaining 24.4% is influenced by other factors outside the scope of this study. These findings indicate that improving work motivation and work discipline can enhance employee performance at the Karangasem Regency Department of Education, Youth, and Sports. Therefore, the institution needs to strengthen training programs, employee development, supervision, and the consistent implementation of work discipline to support improvements in employee performance.

Keywords : *Work Motivation, Work Discipline, Employee Performance*

