

PENGARUH DISIPLIN DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PT AEROFOOD ACS SURABAYA

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja dan motivasi kerja terhadap kinerja karyawan pada PT Aerofood ACS Surabaya, baik secara simultan maupun parsial. Penelitian ini menggunakan pendekatan kuantitatif dengan desain penelitian kausal. Subjek penelitian adalah seluruh karyawan PT Aerofood ACS Surabaya, sedangkan objek penelitian meliputi disiplin kerja, motivasi kerja, dan kinerja karyawan. Teknik pengambilan sampel menggunakan purposive sampling dengan jumlah sampel sebanyak 109 responden yang diperoleh melalui perhitungan rumus Taro Yamane. Metode pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala Likert serta dokumentasi. Data yang diperoleh dianalisis menggunakan analisis regresi linear berganda dengan bantuan program *SPSS 25.0 for Windows*. Hasil penelitian menunjukkan bahwa disiplin kerja dan motivasi kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan PT Aerofood ACS Surabaya. Secara parsial, disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan, yang menunjukkan bahwa semakin tinggi tingkat kedisiplinan karyawan maka semakin baik pula kinerja yang dihasilkan. Selain itu, motivasi kerja juga berpengaruh positif dan signifikan terhadap kinerja karyawan. Hal ini mengindikasikan bahwa peningkatan motivasi kerja mampu mendorong semangat, tanggung jawab, serta produktivitas karyawan dalam melaksanakan pekerjaan. Dengan demikian, perusahaan perlu meningkatkan penerapan disiplin kerja dan memberikan motivasi yang optimal agar kinerja karyawan dapat meningkat secara maksimal dan tujuan perusahaan dapat tercapai secara efektif.

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

THE EFFECT OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT PT AEROFOOD ACS SURABAYA

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ABSTRACT

This study aims to analyze the effect of work discipline and work motivation on employee performance at PT Aerofood ACS Surabaya, both simultaneously and partially. This research employed a quantitative approach with a causal research design. The subjects of the study were all employees of PT Aerofood ACS Surabaya, while the research objects consisted of work discipline, work motivation, and employee performance. The sampling technique used was purposive sampling, with a total sample of 109 respondents determined using the Taro Yamane formula. Data were collected through questionnaires using a Likert scale and documentation. The collected data were analyzed using multiple linear regression analysis with the assistance of SPSS 25.0 for Windows. The results showed that work discipline and work motivation simultaneously had a positive and significant effect on employee performance at PT Aerofood ACS Surabaya. Partially, work discipline had a positive and significant effect on employee performance, indicating that the higher the level of employee discipline, the better the resulting performance. In addition, work motivation also had a positive and significant effect on employee performance. This indicates that increased work motivation can encourage employees' enthusiasm, responsibility, and productivity in carrying out their duties. Therefore, the company needs to strengthen the implementation of work discipline and provide optimal motivation to improve employee performance and achieve organizational goals effectively.

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