

ABSTRACT

Name : Mahmud Soleman, S.Sos.
Nim : 55113110237
Study Program : *Master of Management University of Mercubuana*
Title : *The Influence Of Work Discipline, Achievement Motivation
And Career Path Toward Employee Performance Of The
National Resilience Institute Of The Republic Of Indonesia.*

Basically optimal organizational performance is the hope of the national resilience institution of the Indonesian republic as a non-ministerial government institution under and responsible for the president. Based on primary and secondary data can be focused three dominant factors that influence employee performance of the national resilience institution of the Indonesian republic is: work discipline (X1), motivation (X2) and career path (X3). Research design use quantitative methods. Population amounted to 610 with sample size using slovin formula counted 242 respondents. Primary data sourced from the distribution of questionnaires to employees of the national resilience institution of the Indonesian republic and secondary data sourced from literature studies through various books, journals, and articles. Data analysis use multiple regression analysis. The results found concluded that the work discipline (X1), Motivation (X2) and career path (X3) partially and simultaneously significant effect on employee performance of of the national resilience institution of the Indonesian republic. Thus, it is expected the management can pay attention to these three factors in an effort to improve employee performance.

Keywords : *Work Discipline, Achievement Motivation, Career Path, Employee Performance*

ABSTRAK

Nama : Mahmud Soleman, S.Sos.
Nim : 55113110237
Program Studi : Magister Manajemen Universitas Mercubuana
Judul Tesis : Pengaruh Disiplin Kerja, Motivasi Kerja Dan Jenjang Karir Terhadap Kinerja Pegawai Di Lingkungan Lembaga Ketahanan Nasional Republik Indonesia.

Kinerja organisasi yang optimal pada dasarnya juga merupakan harapan terhadap Lembaga Ketahanan Nasional Republik Indonesia (Lemhannas RI) sebagai Lembaga Pemerintah Non Kementerian yang berada dibawah dan bertanggung jawab kepada Presiden. Berdasarkan data primer dan data sekunder maka dapat di kerucutkan ada tiga faktor dominan yang mempengaruhi kinerja pegawai Lemhanas RI yaitu: Disiplin Kerja (X1), Motivasi (X2) dan Jenjang Karir (X3). Desain penelitian menggunakan metode kuantitatif. Populasi berjumlah 610 dengan besarnya sampel menggunakan rumus slovin sebesar 242 responden. Data primer bersumber dari penyebaran kuesioner kepada karyawan Lemhannas RI dan data sekunder bersumber dari studi pustaka melalui berbagai buku, jurnal, dan artikel. Pengolahan analisis data menggunakan analisis regresi berganda. Hasil penelitian menyimpulkan bahwa Disiplin Kerja (X1), Motivasi (X2) dan Jenjang Karir (X3) terbukti secara parsial dan simultan berpengaruh signifikan terhadap kinerja pegawai pada Lemhanas RI. Dengan demikian, diharapkan pihak manajemen dapat memperhatikan ketiga faktor tersebut dalam upaya meningkatkan kinerja pegawai.

Kata Kunci: Disiplin Kerja, Motivasi Berprestasi, Jenjang Karir, Kinerja Pegawai.