ABSTRACT

Reforms are intended to make the state administration which is capable of supporting the smooth and tasks integration implementation and delivery functions of bureaucratic reform and must realize the government has the principles of good governance (good governance). This study aimed to examine the influence of remuneration, work discipline and motivation to work on the performance of employees in the Office of the Ministry of Cooperatives and SMEs RI. This research is a causality by using a survey approach. The population of the entire civil servants (PNS) who works at the Ministry of Cooperatives and SMEs RI as many as 832 people. Sampling technique using formula Slovin with the end result 89 0rng sampled. Methods of data analysis using descriptive statistical analysis, classic assumption test, testing the validity and reliability of data and hypothesis testing with multiple linear regression analysis were processed using SPSS 21:00 for Windows. Based on the test results: (1) Simultaneously remuneration, work discipline and motivation have a significant effect on employee performance; and (2) Partially discipline and motivation positive influence on employee performance. Meanwhile, the remuneration was not a significant effect on employee performance. Suggestions for further penlitian menngunakan Variable Performance is standard, namely SKP (Unit Performance Officer).

Keyword: *remuneration, work dicipline, motivation, employee perfomance.*

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ABSTRAK

Reformasi Birokrasi bertujuan mewujudkan administrasi negara yang mampu mendukung kelancaran dan keterpaduan tugas pelaksanaan dan fungsi penyelenggaraan Reformasi birokrasi dan wajib mewujudkan pemerintahan yang memiliki prinsip- prinsip *Good Governance* (tata pemerintahan yang baik). Penelitian ini bertujuan untuk menguji pengaruh remunerasi, disiplin kerja dan motivasi kerja terhadap kinerja pegawai di lingkungan Kantor Kementerian Koperasi dan UKM RI. Penelitian ini merupakan penelitian kausalitas dengan mengunakan pendekatan survei. Populasi seluruh pegawai negeri sipil (PNS) yang bekerja di Kantor Kementerian Koperasi dan UKM RI sebanyak 832 orang. Teknik pengambilan sample menggunakan Rumus Slovin dengan hasil akhir 89 0rng yang dijadikan sample. Metode analisis data menggunakan analisis statistik deskriptif, pengujian asumsi klasik, pengujian validitas dan reliabilitas data serta pengujian hipotesis dengan teknik analisis regresi linear berganda yang diolah menggunakan program SPSS 21.00 for Windows. Berdasarkan hasil pengujian : (1) Secara simultan remunerasi, disiplin kerja dan motivasi kerja berpengaruh signifikan terhadap kinerja pegawai; dan (2) Secara parsial disiplin dan motivasi kerja berpengaruh positif terhadap kinerja pegawai. Sementara, remunerasi tidak berpengaruh signifikan terhadap kinerja pegawai. Saran untuk penlitian selanjutnya menngunakan Variable Kinerja yang sudah baku yaitu SKP (Satuan Kinerja Pegawai).

Kata Kunci: remunerasi,disiplin kerja, motivasi kerja, kinerja pegawai.

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