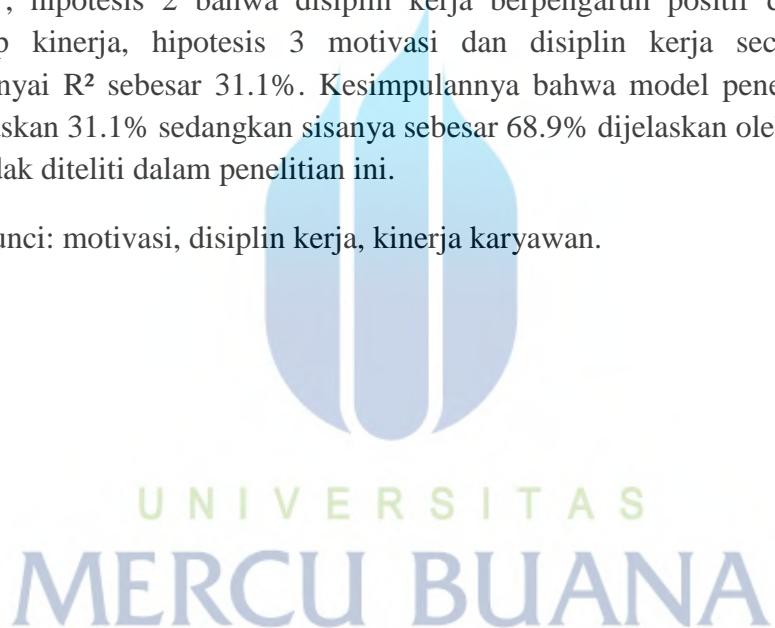# ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan pada PT Field Force Indonesia. Populasi pada penelitian ini berjumlah 40 orang yang merupakan karyawan PT Field Force Indonesia. Karena ukuran populasi relatif kecil, maka semua anggota populasi dijadikan sampel, maka teknik pengambilan sampel (sampling) disebut sensus. Data primer dikoleksi dengan instrumen kuesioner, variabel motivasi dengan 8 kuesioner, variabel disiplin kerja 10 kuesioner, dan variabel kinerja 8 kuesioner. Pengujian hipotesis yang telah dirumuskan menggunakan *Partial Least Square*. Hasil pengujian hipotesis 1 bahwa motivasi berpengaruh positif dan signifikan terhadap kinerja , hipotesis 2 bahwa disiplin kerja berpengaruh positif dan signifikan terhadap kinerja, hipotesis 3 motivasi dan disiplin kerja secara stimultan mempunyai R^2 sebesar 31.1%. Kesimpulannya bahwa model penelitian mampu menjelaskan 31.1% sedangkan sisanya sebesar 68.9% dijelaskan oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: motivasi, disiplin kerja, kinerja karyawan.

ABSTRACT

The purpose of this study was to determine the effect of motivation and work discipline on employee performance at PT Field Force Indonesia. The population in this study amounted to 40 people who are employees of PT Field Force Indonesia. Because the population size is relatively small, all population members are sampled, so the sampling technique is called a census. Primary data collected with questionnaire instruments, motivation variables with 8 questionnaires, work discipline variables 10 questionnaires, and performance variables 8 questionnaires. Hypothesis testing that has been formulated using Partial Least Square. The results of testing hypothesis 1 that motivation has a positive and significant effect on performance, hypothesis 2 that work discipline has a positive and significant effect on performance, hypothesis 3 motivation and work discipline simultaneously have R^2 of 31.1%. The conclusion is that the research model is able to explain 31.1% while the remaining 68.9% is explained by other variables not examined in this study.

Keywords: motivation, work discipline, employee performance.