

ABSTRACT

The study aims to examine and analyze the effect of discipline, motivation and organization commitment on job performance in personels of Disminpersau. Research data is daily data for one year observation period. The sampling Method used was random sampling. From a population of 157 personels, 57 met the criteria to be the sample. The method of analysis used in this study is multiple linear regression. The result show that discipline are having positive and significant influence to the job performance in personnels of Disminpersau, motivation are having positive and significant influence to the job performance in personnels of Disminpersau, organization commitment are having positive and significant influence to the job performance in personnels of Disminpersau and discipline, motivation, organization commitment are having positive and significant influence to the job performance in personnels of Disminpersau.

Keywords; discipline, motivation, organization commitment, job performance in personnels of Disminpersau.



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ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh disiplin, motivasi dan komitmen organisasi terhadap kinerja personel Disminpersau. Data penelitian merupakan data harian observasi setahun. Metode Sampling yang digunakan adalah metode *Random Sampling*. Dari Populasi 150 orang, 57 orang memenuhi kriteria menjadi sebagai sampel. Metode yang digunakan dalam penelitian ini adalah regresi linier berganda. Hasil penelitian menunjukkan disiplin memberikan pengaruh positif dan signifikan terhadap kinerja personel Disminpersau, motivasi memberikan pengaruh positif dan signifikan terhadap kinerja personel Disminpersau, komitmen organisasi memberikan pengaruh positif dan signifikan terhadap kinerja personel Disminpersau, Disiplin, motivasi dan komitmen organisasi, secara bersama-sama memberikan pengaruh signifikan terhadap kinerja personel Disminpersau.

Kata kunci: Disiplin, Motivasi, Komitmen Organisasi, Kinerja personel Disminpersau.

