

## **ABSTRAK**

Studi ini menganalisis Pengaruh Motivasi, Disiplin Kerja dan Kompetensi Terhadap Kinerja Karyawan di Bidang Pengawasan Sektor Pasar Modal Otoritas Jasa Keuangan (BPSPM OJK) yang bertujuan untuk mengetahui kuat pengaruh variabel Motivasi, Disiplin Kerja dan Kompetensi Terhadap Kinerja Karyawan di BPSPM OJK.

Metoda penelitian kuantitatif. Populasi penelitian seluruh karyawan BPSPM OJK dan metode pengambilan sampel adalah *Purpose Sampling* dan rumus Slovin, sehingga ditemukan sampel 99 orang'

Teknik analisis adalah regresi linear berganda , uji asumsi klasik, analisis korelasi dan determinasi serta matriks korelasi antar variabel dan dimensi, sedangkan uji hipotesis menggunakan uji t dan uji F dengan tingkat kepercayaan 1 %.

Hasil penelitian ini menunjukkan bahwa variabel motivasi berpengaruh secara sirknifikan terhadap kinerja, dimensi motivasi intrinsik berkorelasi dominan dengan kualitas kerja, Disiplin berpengaruh secara sirknifikan terhadap Kinerja. Dimensi preventif berkorelasi dominan dengan kualitas kerja dan Kompetensi berpengaruh secara sirknifikan terhadap Kinerja serta Motivasi, Disiplin dan Kompetensi secara bersama menentukan Kinerja sebesar 76.2% dan sisanya 23.8% ditentukan oleh variabel diluar penelitian ini, dengan demikian OJK sebaiknya melakukan upaya-upaya untuk membuat dan merancang serta mengimplementasikan hal-hal yang berhubungan dengan motivasi, disiplin dan kompetensi.

Kata Kunci : Motivasi, Disiplin Kerja, Kompetensi, Kinerja  
Karyawan, Otoritas Jasa Keuangan

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## **ABSTRACT**

This study analyzes the Influence of Motivation, Work Discipline and Competence on Employee Performance in the Supervision Sector Capital Markets Financial Services Authority, which aims to determine the powerful influence of variable Motivation, Work Discipline and Competence on Employee Performance in the Supervision Sector Capital Markets Financial Services Authority. Quantitative research methods. The study population of all employees in the Supervision Sector Capital Markets Financial Services Authority and the sampling method is Purpose Sampling and Slovin formula, so it found a sample of 99 people Technique is linear regression analysis, the classic assumption test, correlation analysis and determination as well as the correlation matrix between variables and dimensions, whereas the hypothesis test using t test and F test with a confidence level of 1%. The results showed that motivation variable significant effect on performance, dimensions dominant intrinsic motivation correlated with the quality of work, Discipline significant effect on performance. Dimensions preventive correlated dominant with the quality of work and competence influential significant to Performance and Motivation, Discipline and Competence jointly determine the performance of 76.2% and the remaining 23.8% is determined by variables outside of the study, thus the Financial Services Authority should make efforts to make and design and implement matters related to motivation, discipline and competence.

Keywords: Motivation, Work Discipline, Competence, Performance Employees, the Financial Services Authority

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