

ABSTRAK

Penelitian ini bertujuan untuk menganalisis Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Negeri Sipil Di Biro Organisasi Dan Sumber Daya Manusia (Studi Pada Badan Riset dan Inovasi Nasional)”. Populasi dalam penelitian ini adalah karyawan Biro Organisasi Dan Sumber Daya Manusia yang berjumlah 145 orang. Sampel ditentukan dengan menggunakan rumus hair et al., sehingga diperoleh sampel sebanyak 95 karyawan. Data diperoleh melalui penyebaran kuesioner sebagai instrument penelitian, dan harus diuji kelayakan data dengan uji validitas dan reabilitas. Data yang terkumpul kemudian dianalisis dengan menggunakan analisis regresi linier berganda. Hasil penelitian diperoleh bahwa disiplin kerja dan motivasi kerja berpengaruh baik secara simultan maupun parsial.

Kata kunci: kinerja Pegawai, disiplin kerja motivasi kerja,



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ABSTRACT

This study aims to analyze the effect of employee performance, work discipline work motivation, and that effect on job satisfaction. The population in this study were the employees of , which amounted to 145 people. The sample was determined using the hair et al., formula so that a sample of 95 employees was obtained. The data obtained through the distribution of questionnaires as research instruments, and the feasibility of the data must be tested with validity and reliability tests. The collected data was then analyzed using multiple linear regression analysis. The results showed that work motivation and job satisfaction have an effect either simultaneously or partially. Therefore, it can be suggested to the Management of to provide motivation both verbally and through the provision of bonuses, as well as increase employee satisfaction by placing employees according to their expertise and maintaining good relations between employees so that it will be able to encourage employee performance.

Keywords: *employee performance, work discipline, work motivation*

