ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan pada PT Global Mediacom Tbk Divisi Innovation Center baik secara stimultan maupun parsial. Populasi pada penelitian ini berjumlah 48 orang yang merupakan karyawan PT Global Mediacom Tbk Divisi Innovation Center.

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 13 kuesioner, variabel disiplin kerja 12 kuesioner, dan variabel kinerja 9 kuesioner. Pengujian hipotesis yang telah dirumuskan menggunakan teknik regresi linier berganda dan koefisien determinasi (R^2).

Hasil pengujian hipotesis 1 bahwa motivasi berpengaruh positif tidak signifikan terhadap kinerja , hipotesis 2 bahwa disiplin kerja berpengaruh positif dan signifikan kuat terhadap kinerja, hipotesis 3 motivasi dan disiplin kerja secara stimultan mempunyai R^2 sebesar 51,9%. Kesimpulannya bahwa model penelitian mampu menjelaskan 51,9% sedangkan sisanya sebesar 48,1% dijelaskan oleh variabel lain yang tidak diteliti dalam penelitian ini.

Kata Kunci: motivasi, disiplin kerja, kinerja karyawan

ABSTRACT

The objective of this research is to understand the effect of motivation and work discipline towards the performance of employees in PT Global Mediacom Tbk, Innovation Center Division whether simultaneously or partially. The population of this research is 48 individuals who are employees of PT Global Mediacom Tbk, Innovation Center Division.

Because the population size is relatively small, all population members used as samples, therefore the sampling technique is called census. Primary data was collected with questionnaire instrument, motivation variable with 13 questionnaires, work discipline variable with 12 questionnaires, and performance variable with 9 questionnaires. The formulated hypothesis testing is using multiple linear regression technique and coefficient determination (R^2).

Hypothesis 1 testing resulted that motivation has a positive but not significant effect towards performance, hypothesis 2 testing resulted that work discipline has a positive and strongly significant towards performance, hypothesis 3 resulted that motivation and work discipline simultaneously have R^2 of 51.9%. The conclusion is the research model is able to explain 51.9%, whereas the remaining 48.1% is explained by other variables which are not tested in this research.

Keywords: motivation, discipline, performance