

ABSTRACT

This research was conducted at PT. Fosta Superior Prime. The study aims to determine the effect of work motivation and work discipline on job satisfaction and employee performance of PT. Fosta Superior Prime. This study uses the variables of work motivation, work discipline, and job satisfaction to analyze the effect of employee performance.

The number of samples in the set is as many as 30 respondents who are employees of the Department of General Affair (GA) by using path analysis method, which is operated through SPSS 22 program. Data collected by questionnaire method is by providing a list of statements to the respondents.

The result of the research indicated that work motivation variable had a significant positive effect on job satisfaction, work discipline had positive significant effect to job satisfaction, job satisfaction had a significant positive effect on employee performance, motivation had positive significant effect on employee performance, and work discipline had a significant positive effect on employee performance.

Keywords: Work Motivation, Work Discipline, Job Satisfaction, Employee Performance



ABSTRAK

Penelitian ini dilakukan pada PT. Fosta Unggul Perdana. Penelitian bertujuan untuk mengetahui pengaruh motivasi kerja dan disiplin kerja terhadap kepuasan kerja dan kinerja karyawan PT. Fosta Unggul Perdana. Penelitian ini menggunakan variabel motivasi kerja, disiplin kerja, dan kepuasan kerja untuk menganalisis pengaruh kinerja karyawan.

Jumlah sampel yang ditetapkan adalah sebanyak 30 responden yang merupakan karyawan Departemen *General Affair* (GA) dengan menggunakan metode analisis jalur, yang dioperasikan melalui program SPSS 22. Data dikumpulkan menggunakan metode kuesioner yaitu dengan memberikan daftar pernyataan kepada para responden.

Hasil penelitian menunjukkan bahwa variabel motivasi kerja berpengaruh signifikan positif terhadap kepuasan kerja, disiplin kerja berpengaruh signifikan positif terhadap kepuasan kerja, kepuasan kerja berpengaruh signifikan positif terhadap kinerja karyawan, motivasi berpengaruh signifikan positif terhadap kinerja karyawan, dan disiplin kerja berpengaruh signifikan positif terhadap kinerja karyawan.

Kata Kunci: Motivasi Kerja, Disiplin Kerja, Kepuasan Kerja, Kinerja Karyawan

