

ABSTRAKSI

CANTIKA SARWO EDY, 1816120218

“PENGARUH DISIPLIN DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN KANTOR PADA PT. EKA JAYA INTERNASIONAL”

Skripsi : Program Studi Manajemen. 2022

Kata kunci : Disiplin dan Motivasi Kerja, Kinerja Karyawan

(xiii + 113 + Lampiran)

Abstraksi : Penulis membahas penelitian tentang pengaruh disiplin dan motivasi kerja terhadap kinerja karyawan kantor pada PT. Eka Jaya Internasional. Dengan melakukan penelitian ini bertujuan adalah untuk mengetahui seberapa besar pengaruh disiplin dan motivasi kerja terhadap kinerja karyawan kantor pada PT. Eka Jaya Internasional. Penelitian ini adalah jenis penelitian deskriptif dengan metode pendekatan kuantitatif dan dengan cara penyebaran kuesioner yang diisi oleh 35 responden sebagai instrumen penelitian, sumber data yang digunakan yakni data primer dan data sekunder . Selain itu dalam pengambilan sebuah data penulis juga menggunakan uji validitas, uji reliabilitas, uji normalitas dan uji hipotesis. Dari hasil analisis data menunjukkan hubungan variabel disiplin (X1) terhadap kinerja karyawan kantor (Y) pada PT. Eka Jaya Internasional sebesar 57,6% yang berarti memiliki nilai pengaruh. Berdasarkan hasil uji hipotesis diperoleh dengan nilai Thitung 6,692 dan Ttabel 1,694 jadi Thitung >Ttabel maka Ho ditolak dan Ha diterima. Hubungan variabel motivasi kerja (X2) terhadap kinerja karyawan Kantor (Y) pada PT. Eka Jaya Internasional sebesar 35,1% yang berarti memiliki nilai pengaruh. Berdasarkan hasil uji hipotesis diperoleh dengan Thitung 4,226 dan Ttabel 1,694 jadi Thitung>Ttabel maka Ho ditolak dan Ha diterima. Sedangkan variabel disiplin (X1) dan motivasi kerja (X2) terhadap kinerja karyawan kantor (Y) pada PT. Eka Jaya Internasional secara simultan menunjukkan pengaruh. Dari hasil uji inova didapat Fhitung 21,781 dan Ftabel 3,29 jadi Fhitung>Ftabel maka Ho ditolak dan Ha diterima. Kemudian analisis koefisien determinasi (*Adjusted R Square*) variabel disiplin (X1) dan variabel motivasi kerja (X2) memberikan pengaruh sebesar 55% terhadap variabel kinerja karyawan kantor (Y), maka dapat disimpulkan bahwa variabel disiplin (X1) dan motivasi kerja (X2) berpengaruh terhadap kinerja karyawan kantor (Y) pada PT. Eka Jaya Internasional.

Daftar Pustaka (2013-2020)

ABSTRACTION

CANTIKA SARWO EDY, 1816120218

“INFLUENCE OF DISCIPLINE AND WORK MOTIVATION ON PERFORMANCE OF OFFICE EMPLOYEES AT PT. EKA JAYA INTERNATIONAL”

Thesis : Management Study Program. 2022

Keywords: Discipline and Work Motivation, Employee Performance

(xiii + 113 + Attachments)

Abstract : The author discusses research on the effect of discipline and work motivation on the performance of office employees at PT. Eka Jaya International. By conducting this research the aim is to find out how much influence discipline and work motivation have on the performance of office employees at PT. Eka Jaya International. This research is a descriptive research with a quantitative approach method and by distributing questionnaires filled out by 35 respondents as research instruments, the data sources used are primary data and secondary data. In addition, in taking a data the author also uses a validity test, reliability test, normality test and hypothesis testing. From the results of data analysis shows the relationship between discipline variables (X1) on the performance of office employees (Y) at PT. Eka Jaya Internasional 57.6% which means it has an influence value. Based on the results of hypothesis testing, it is obtained with a value of Tcount 6.692 and Ttable 1.694 so Tcount > Ttable, Ho is rejected and Ha is accepted. The relationship between work motivation variables (X2) on the performance of office employees (Y) at PT. Eka Jaya Internasional is 35.1% which means it has an influence value. Based on the results of hypothesis testing, it is obtained with Tcount 4.226 and Ttable 1.694 so Tcount>Ttable then Ho is rejected and Ha is accepted. While the variables of discipline (X1) and work motivation (X2) on the performance of office employees (Y) at PT. Eka Jaya Internasional simultaneously shows influence. From the results of the innova test, it was found that Fcount 21.781 and Ftable 3.29 so Fcount>Ftable then Ho was rejected and Ha was accepted. Then the analysis of the coefficient of determination (Adjusted R Square) discipline variable (X1) and work motivation variable (X2) has an influence of 55% on the office employee performance variable (Y), it can be concluded that the discipline variable (X1) and work motivation (X2) affect the performance of office employees (Y) at PT. Eka Jaya International.

Bibliography (2013-2020)