

PENGARUH DISIPLIN KERJA, KEPUASAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA KANTOR DESA SULANGAI

Abstrak

kinerja karyawan adalah hasil atau tingkat keberhasilan seseorang secara keseluruhan selama periode tertentu di dalam melaksanakan tugas dibandingkan dengan berbagai kemungkinan, seperti standar hasil kerja, target atau sasaran atau kriteria yang telah ditentukan terlebih dahulu dan telah disepakati bersama. Kinerja karyawan dipengaruhi oleh disiplin kerja, kepuasan kerja dan motivasi kerja. Penelitian ini bertujuan untuk menjelaskan pengaruh disiplin kerja, kepuasan kerja dan motivasi kerja terhadap kinerja karyawan di Kantor Desa Sulangai.

Populasi penelitian adalah karyawan di Kantor Desa Sulangai. Sampel dalam penelitian ini sebanyak 35 responden yang ditentukan berdasarkan metode jenuh. Alat analisis yang digunakan untuk menguji hipotesis adalah regresi linier berganda.

Hasil penelitian menunjukkan bahwa disiplin kerja, kepuasan kerja dan motivasi kerja berpengaruh terhadap kinerja karyawan di Kantor Desa Sulangai. Saran bagi penelitian selanjutnya dapat mengembangkan penelitian ini dengan menambahkan variabel lain seperti Profesionalisme Kerja.

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

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THE INFLUENCE OF WORK DISCIPLINE, JOB SATISFACTION AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT SULANGAI VILLAGE OFFICE

Abstract

employee performance is the result or success rate of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or goals or criteria that have been determined in advance and have been mutually agreed upon. Employee performance is influenced by work discipline, job satisfaction and work motivation. This study aims to explain the effect of work discipline, job satisfaction and work motivation on employee performance at the Sulangai Village Office.

The research population is employees at the Sulangai Village Office. The sample in this study were 35 respondents who were determined based on the saturation method. The analytical tool used to test the hypothesis is multiple linear regression.

The results showed that work discipline, job satisfaction and work motivation had an effect on the performance of employees at the Sulangai Village Office. Suggestions for further research can develop this research by adding other variables such as work professionalism

Keywords: work discipline, job satisfaction, work motivation and performance of employees



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