

# **PENGARUH KEMAMPUAN KERJA DISIPLIN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN LPD DESA ADAT KELIKI**

## **ABSTRAK**

Kinerja adalah hasil kerja secara kualitas dan kuantitas yang dicapai seorang karyawan dalam melaksanakan tugasnya sesuai dengan tanggung jawab yang diberikan kepadanya. Factor-faktor yang dapat mempengaruhi kinerja karyawan antara lain kemampuan kerja, disiplin kerja dan motivasi. Tujuan penelitian ini adalah untuk menganalisis pengaruh kemampuan kerja, disiplin kerja dan motivasi terhadap kinerja karyawan LPD Desa Adat Keliki. Penelitian ini dilakukan di Lembaga Perkreditan Desa (LPD) Desa Adat Keliki yang beralamatkan di Jalan Raya Keliki, Desa Keliki, Kecamatan Tegalalang, Kabupaten Gianyar. Dalam penelitian ini yang menjadi obyek penelitian adalah kemampuan kerja dan disiplin kerja terhadap kinerja karyawan pada LPD Desa Adat Keliki, adapun faktor-faktor yang mempengaruhi seperti kemampuan kerja dan disiplin kerja. Populasi dalam penelitian ini adalah seluruh karyawan tetap yang bekerja di LPD Desa Adat Keliki yaitu 36 orang karyawan. Dalam penelitian ini karena subyek populasinya hanya 36 orang, maka semua populasi dijadikan sampel, sehingga penelitian ini merupakan teknik penentuan sampel jenuh (total sampling). Metode pengumpulan data dalam penelitian ini meliputi observasi, wawancara, kuesioner dan dokumentasi. Teknik analisis data yang digunakan yaitu analisis regresi linier berganda. Hasil penelitian menunjukkan kemampuan kerja disiplin kerja dan motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan pada LPD Desa Adat Keliki

Kata kunci: kemampuan kerja, disiplin kerja, motivasi, dan kinerja karyawan.

UNMAS DENPASAR

**THE INFLUENCE OF WORKING ABILITY, WORK DISCIPLINE AND  
MOTIVATION ON THE PERFORMANCE OF LPD EMPLOYEES IN ADAT  
KELIKI VILLAGE**

**ABSTRACT**

*Performance is the result of work in quality and quantity achieved by an employee in carrying out his work in accordance with the responsibilities given to him. Factors that can affect job performance include work ability, work discipline and motivation. The purpose of this study was to analyze the influence of work ability, work discipline and motivation on the performance of LPD Keliki Traditional Village employees. This research was conducted at the Keliki Traditional Village Village Credit Institution (LPD) which is located at Jalan Raya Keliki, Keliki Village, Tegalalang District, Gianyar Regency. In this study, the object of research was work ability and work discipline on employee performance at the LPD Keliki Traditional Village, there were influencing factors such as work ability and work discipline. The population in this study were all permanent employees who worked at the Keliki Traditional Village LPD, namely 36 employees. In this study, because the subject population was only 36 people, all populations were sampled, so this research was an oversaturated sample technique (total sampling). Data collection methods in this study include observation, interviews, questionnaires and documentation. The data analysis technique used is multiple linear regression analysis. The results of the study show that the work ability of work discipline and has a positive and significant effect on employee performance at the Keliki Traditional Village LPD*

*Keywords: work ability, work discipline, motivation, and employee performance.*

UNMAS DENPASAR