

ABSTRAK

Penelitian ini dilakukan berdasarkan fenomena lapangan yang mengindikasikan kinerja karyawan yang belum memadai, diduga disebabkan oleh lemahnya peran motivasi kerja, disiplin kerja dan kepuasan kerja. Penelitian bertujuan menganalisis pengaruh motivasi kerja, disiplin kerja terhadap kepuasan kerja dan kinerja karyawan. Metode penelitian asosiatif kausal dengan responden seluruh karyawan pada PT. Pradipa Asri Karya Denpasar sebanyak 58 orang pegawai. Teknik analisis data menggunakan SEM-PLS 3.3 dengan hasil terdapat pengaruh motivasi kerja, disiplin kerja dan kepuasan kerja terhadap kinerja karyawan. Total pengaruh secara keseluruhan sebesar 92,9% sedangkan sisanya 7,1% dijelaskan oleh variabel lain diluar yang diteliti.

Kata kunci: motivasi, disiplin kerja, kepuasan kerja, kinerja karyawan



ABSTRACT

This research was conducted based on field phenomena that indicated inadequate employee performance, allegedly caused by the weak role of work motivation, work discipline and job satisfaction. This study aims to analyses the effect of work motivation, work discipline on job satisfaction and employee performance. Causal associative research method with respondents all employees at PT. Pradipa Asri Karya Denpasar as many as 58 employees. The data analysis technique used SEM-PLS 3.3 with the result that there was an influence of work motivation, work discipline and job satisfaction on employee performance. The total effect as a whole is 92.9% while the remaining 7.1% is explained by other variables outside of the research.

Keywords: motivation, work discipline, job satisfaction, job performance