PENGARUH KEMAMPUAN KERJA, DISIPLIN KERJA DAN MOTIVASI TERHADAP KINERJA KARYAWAN DI YAYASAN RASTITI BHAKTI
(EDUCATION ROCKS)

ABSTRAK

Setiap perusahaan sangat membutuhkan sumber daya manusia yang berkualitas untuk mencapai tujuan perusahaan yang sudah ditentukan. Penelitian ini bertujuan untuk mengetahui pengaruh kemampuan kerja, disiplin kerja dan motivasi terhadap kinerja karyawan di Yayasan Rastiti Bhakti.

Penelitian ini dilakukan di Yayasan Rastiti Bhakti dengan total sampel sebanyak 35 orang karyawan. Metode penentuan sampel penelitian ini adalah metode sampling jenuh. Pengumpulan data dilakukan melalui dokumentasi, wawancara dan kuisioner. Teknik analisis data yang digunakan pada penelitian ini adalah analisis regresi linier berganda melalui program SPSS versi 25.

Berdasarkan hasil analisis, penelitian ini menunjukan bahwa kemampuan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada Yayasan Rastiti Bhakti, ini berarti bahwa semakin meningkat kemampuan kerja karyawan maka kinerja karyawan pada Yayasan Rastiti Bhakti juga akan meningkat. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada Yayasan Rastiti Bhakti, ini berarti semakin meningkat disiplin kerja karyawan maka kinerja karyawan pada Yayasan Rastiti Bhakti juga akan meningkat. Motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan pada Yayasan Rastiti Bhakti, ini berarti semakin baik pemberian motivasi kepada karyawan maka kinerja karyawan pada Yayasan Rastiti Bhakti juga akan meningkat.

Kata kunci: Kemampuan Kerja, Disiplin Kerja, Motivasi Dan Kinerja Karyawan.

THE INFLUENCE OF WORK ABILITY, WORK DISCIPLINE, AND MOTIVATION ON EMPLOYEE PERFORMANCE IN RASTITI BHAKTI (EDUCATION ROCKS) FOUNDATION

ABSTRACT

Every company really needs qualified human resources to achieve the company goals that have been determined. This study aims to determine the effect of work ability, work discipline and motivation on employee performance at the Rastiti Bhakti Foundation.

This research was conducted at the Rastiti Bhakti Foundation with a total sample of 35 employees. The method of determining the sample of this research is saturated sampling method. Data collection was carried out through documentation, interviews and questionnaires. The data analysis technique used in this study was multiple linear regression analysis through the SPSS version 25 program.

Based on the results of the analysis, this study shows that work ability has a positive and significant effect on employee performance at the Rastiti Bhakti Foundation, this means that the more employees work ability increases, the employee performance at the Rastiti Bhakti Foundation will also increase. Work discipline has a positive and significant effect on employee performance at the Rastiti Bhakti Foundation, this means that the more employee work discipline increases, the employee performance at the Rastiti Bhakti Foundation will also increase. Motivation has a positive and significant effect on employee performance at the Rastiti Bhakti Foundation, this means that the better the motivation given to employees, the employee performance at the Rastiti Bhakti Foundation will also increase.

Keywords: **Work Ability, Work Discipline, Employee Motivation and Performance.**