

PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI KANTOR DINAS PERINDUSTRIAN DAN PERDAGANGAN SLEMAN

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai kantor Dinas Perindustrian dan Perdagangan Sleman. Pada penelitian ini motivasi sebagai variabel bebas (X1), disiplin sebagai variabel bebas (X2) dan variabel terikat adalah kinerja pegawai (Y). Metode penelitian yang digunakan adalah metode analisis deskriptif dan kuantitatif. Teknik pengambilan sampel menggunakan teknik *simple random sampling* yaitu pengambilan sampel secara *random* atau acak dengan membagikan kuesioner kepada responden. Populasi penelitian ini adalah pegawai Kantor Dinas Perindustrian dan Perdagangan Sleman dengan sampel 64 orang. Data dikumpulkan dengan kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis yang digunakan adalah analisis regresi linier berganda. Pada taraf signifikansi 5% hasil penelitian menemukan bahwa: (1) Nilai signifikansi dari variabel motivasi menunjukkan angka sebesar $0,013 < 0,05$ artinya bahwa motivasi secara parsial berpengaruh signifikan terhadap kinerja pegawai. (2) Nilai signifikansi dari variabel disiplin kerja sebesar $0,004 < 0,05$ artinya bahwa disiplin kerja secara parsial berpengaruh signifikan terhadap kinerja pegawai. (3) Nilai signifikansi dari motivasi dan disiplin kerja secara bersama-sama (simultan) berpengaruh signifikan terhadap kinerja pegawai Kantor Dinas Perindustrian dan Perdagangan Sleman.

Kata kunci: *Kinerja Pegawai, Motivasi, Disiplin Kerja*

**THE INFLUENCE OF MOTIVATION AND WORK DISCIPLINE ON
PERFORMANCE OF EMPLOYEES AT OFFICE OF INDUSTRY AND
TRADE OF SLEMAN**

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Abstract

This research aims to know the influence of motivation and work discipline on performance of employees at Office of industry and trade of Sleman. The variables in this research are motivation as free variables (X1), the discipline as free variables (X2) and the performance of the employees (Y) as the dependent variable. The research method used is descriptive and quantitative methods of analysis. Sampling techniques use simple random sampling technique that is random sampling or random distributed questionnaires to respondents. The population of this research is the employees of Department of industry and trade of Sleman with samples of 64 people. The data were collected with a questionnaire that has been tested for validity and reliability. The analysis used in the study is the analysis of multiple linear regression. The significance level of 5% on the results of the study found that: (1) the value of the variable significance of motivation numbers of 0.013 indicates < 0.05 , which means that partially motivation gives significant effect against the performance of employees. (2) the value of the variable significance of the work discipline of $0.004 < 0.05$ means that the discipline of work partially effect significantly to the performance of the employees. (3) the value of the significance of motivation and discipline work simultaneously give significant effect on performance Clerk Office of industry and trade of Sleman.

Keyword: *Employee Performance, Motivation, Work Discipline*