

**PENGARUH MOTIVASI DAN DISIPLIN KERJA  
TERHADAP KINERJA PEGAWAI PUSAT PENGEMBANGAN SDM  
KEMENDAGRI REGIONAL YOGYAKARTA**

**Siti Mintarsih**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai Pusat Pengembangan SDM Kemendagri Regional Yogyakarta. Pendekatan yang digunakan dalam penelitian ini yaitu deskriptif kuantitatif dengan metode studi kasus. Teknik pengumpulan data yang digunakan adalah observasi dan menyebarkan kuisioner kepada pegawai Pusat Pengembangan SDM Kemendagri Regional Yogyakarta sebanyak 53 orang. Kemudian dilakukan analisis terhadap data yang diperoleh dengan menggunakan analisis regresi linier berganda. Berdasarkan hasil uji t diketahui motivasi memiliki nilai  $t_{hitung} 2,211 > t_{tabel} 2,009$  berarti terdapat pengaruh signifikan variabel motivasi secara parsial terhadap kinerja pegawai. Sedangkan disiplin kerja memiliki nilai  $t_{hitung} 2,273 > t_{tabel} 2,009$  berarti terdapat pengaruh signifikan variabel disiplin kerja secara parsial terhadap kinerja pegawai. Sedangkan hasil uji F diketahui memiliki nilai  $F_{hitung} 17,600 > F_{tabel} 3,18$  berarti terdapat pengaruh positif dan signifikan variabel motivasi dan disiplin kerja secara simultan terhadap kinerja pegawai. Analisis koefisien determinasi *R Square* ( $R^2$ ) adalah sebesar 0.413, artinya variabel kinerja dipengaruhi oleh variabel motivasi dan disiplin kerja sebesar (41,3%) sedangkan sisanya (58,7%) dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

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

**THE EFFECT OF WORK MOTIVATION AND DISCIPLINE ON  
EMPLOYEE'S PERFORMANCE AT THE CENTER FOR HR  
DEVELOPMENT, MINISTRY OF INTERNAL AFFAIRS IN THE REGION  
OF YOGYAKARTA**

*Siti Mintarsih*

**Abstract**

*This study aims to know the effect of motivation and work discipline on employee performance at the Yogyakarta Ministry of Internal Affairs Human Resource Development Center. The approach used in this research is quantitative descriptive with case study method. The data collection technique used was observation and distributing questionnaires to the employees of the Center for Human Resources Development of the Ministry of Home Affairs Yogyakarta for as many as 53 people. Then an analysis of the data obtained using multiple linear regression analysis. Based on the results of the t test, it is known that motivation has a value of  $t_{count} 2,211 > t_{table} 2,009$  means that there is a significant influence of motivation variables partially on employee performance. While work discipline has a value of  $t_{count} 2,273 > t_{table} 2,009$  means that there is a significant influence of work discipline variables partially on employee performance. While the results of the F test are known to be the value of  $F_{count} 17,600 > F_{table} 3.18$ , it means that there is a positive and significant influence of motivation and work discipline variables simultaneously on employee performance. Analysis of R Square ( $R^2$ ) determination coefficient is 0.413, meaning that the performance variable is influenced by motivation and work discipline variables (41,3%) while the rest (58,7%) is influenced by other variables not examined in this study.*

**Keywords:** *Motivation, Work Discipline, Employee's Performance*