

PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT. POS INDONESIA

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Abstrak

Tujuan penelitian ini adalah mengetahui penerapan motivasi dan disiplin kerja dan bagaimana pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan pada PT. Pos Indonesia. Jenis penelitian yang digunakan pada penelitian ini adalah dengan menggunakan metode kuantitatif. Metode pengumpulan data penelitian yang digunakan yakni dengan pengumpulan data melalui kuisioner. Sampel yang digunakan adalah seluruh karyawan di PT. Pos Indonesia yaitu sebanyak 44 karyawan. Pengujian statistik yang digunakan pada penelitian ini adalah analisis uji validitas, uji reliabilitas, uji normalitas, uji multikolinieritas, uji heteroskedastisitas dan analisis regresi linier berganda. Berdasarkan hasil uji t yang dilakukan diketahui bahwa variabel motivasi memiliki nilai t hitung sebesar 3,587 dan nilai t tabel sebesar 2,019 karena nilai t hitung ($3,587 >$ dari t tabel ($2,019$) maka terdapat pengaruh positif dan signifikan antara variabel motivasi terhadap variabel kinerja karyawan. Hasil penelitian menunjukkan bahwa dari hasil uji t didapatkan nilai signifikan memiliki nilai signifikan $0,001 <$ dari $0,05$ maka dapat disimpulkan secara parsial terdapat pengaruh signifikan antara motivasi terhadap kinerja karyawan. Berdasarkan uji t yang dilakukan pada variabel disiplin kerja nilai t hitung sebesar 2,135 dan nilai t tabel sebesar 2,019, karena nilai t hitung sebesar ($2,135 >$ dari nilai t tabel ($2,019$) maka terdapat pengaruh positif dan signifikan antara variabel disiplin kerja terhadap variabel kinerja karyawan. Hasil signifikan dari variabel disiplin kerja senilai ($0,039 <$ dari $0,05$ maka berpengaruh signifikan variabel disiplin kerja terhadap kinerja. Hasil penelitian menunjukkan bahwa dari hasil uji F didapatkan nilai F hitung senilai 17,076 dan F tabel sebesar 5,15 karena nilai F hitung ($17,076 >$ dari F tabel ($5,15$) maka secara silmutan terdapat pengaruh signifikan variabel motivasi dan disiplin kerja terhadap kinerja karyawan. Hasil nilai signifikansi uji F sebesar $0,000 <$ $0,05$, sehingga dari nilai signifikansi tersebut dapat dikatakan bahwa motivasi dan disiplin kerja berpengaruh secara simultan signifikan terhadap kinerja karyawan. Pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan pada PT. Pos Indonesia tergolong cukup tinggi. Hal ini dibuktikan dengan hasil analisis koefisien determinasi dengan nilai *R Square* sebesar 45,4%, sedangkan sisanya 54,6% dipengaruhi oleh variabel lain di luar penelitian ini.

Kata Kunci: *Motivasi, Disiplin Kerja, Kinerja Karyawan.*

THE INFLUENCE OF MOTIVATION AND DISCIPLINE OF WORK ON EMPLOYEES PERFORMANCE IN INDONESIAN POST

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Abstract

The purpose of this study was to determine the application of motivation and work discipline and how the influence of motivation and work discipline on employee performance at PT. Indonesian post. The type of research used in this study was to use quantitative methods. The research data collection method used was by collecting data through questionnaires. The sample used was all employees at PT. Pos Indonesia as many as 44 employees. The statistical test used in this study was the analysis of the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, t test, F test and coefficient of determination analysis. Based on the results of the t test conducted, it was known that the motivation variable had a value of t count of 3.587 and a t table value of 2.019 because the value of t arithmetic (3.587) > t table (2.019) then there was a positive and significant influence between the variable motivation on employee performance variables. The results showed that from the results of the t test obtained a significant value had a significant value of 0.001 more than 0.05, it can be concluded partially there was a significant effect between motivation on employee performance. Based on the t test performed on the work discipline variable the value of t count is 2.135 and the value of t table was 2.019, because the value of t was equal to (2.135) > from the value of t table (2.019) then there was a positive and significant influence on the variable work discipline employee. significant results of the work discipline variables worth (0.039) < of 0.05 hence significantly influence the work discipline variable on performance. The results showed that from the results of the F test obtained F count value of 17.076 and F table of 5.15 because the value of F count (17.076) > of F table (5.15) then simultaneously there was a significant effect of variable motivation and work discipline on performance employee. The results of the F test significance value of 0,000 < 0,05, so that from the significance value it can be said that motivation and work discipline simultaneously had a significant effect on employee performance. Effect of motivation and work discipline on employee performance at PT. Indonesia's post was quite high. This was proved by the results of the coefficient of determination analysis with R Square value of 45.4%, while the remaining 54.6% was influenced by other variables outside of this study.

Keywords: motivation, Work Discipline, Employee Performance.