

PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI RSUD CILACAP (NON MEDIS)

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Abstrak

Penelitian ini bertujuan untuk mengetahui Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Pegawai RSUD Cilacap (Non Medis). Jenis penelitian ini termasuk dalam jenis penelitian kuantitatif. Sampel yang digunakan sebanyak 71 responden dengan teknik probability sampling. Metode pengumpulan data yang digunakan pada penelitian ini adalah kuesioner. Sedangkan teknik analisis data yang dilakukan menggunakan analisis uji instrumen penelitian, uji asumsi klasik, uji regresi linear berganda, uji t, uji f, uji analisis koefisiensi determinasi dan analisis rata-rata hitung. Analisis linear berganda digunakan untuk uji hipotesis penelitian ini. Hasil penelitian ini menunjukkan bahwa: (1) Motivasi Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Pegawai (Y), diperoleh nilai $T_{hitung} X_1$ Motivasi Kerja sebesar $2,848 > T_{tabel} 1,995$. (2) Disiplin Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Pegawai (Y), diperoleh nilai $T_{hitung} X_2$ Disiplin Kerja sebesar $2,311 > T_{tabel} 1,995$. (3) Motivasi Kerja dan Disiplin Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Pegawai dengan F_{hitung} sebesar $13,308 > F_{tabel} 3,13$. Nilai varian *R square* = 0,281 atau 28%, dimana perubahan variabel kinerja pegawai dapat dijelaskan oleh variabel Motivasi Kerja dan Disiplin Kerja, sedangkan sisanya 72% dijelaskan oleh variabel lain yang tidak diteliti pada penelitian ini.

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

**THE EFFECT OF WORK MOTIVATION AND DISCIPLINE
ON THE EMPLOYEE PERFORMANCE AT CILACAP REGIONAL
HOSPITAL (NON MEDICAL)**

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Abstract

This study aimed to know the effect of Work Motivation and Discipline on the Performance of Employees at the Cilacap Regional Hospital (Non-Medical). This type of research was in the type of quantitative research. The sample used was 71 respondents with probability sampling techniques. The data collection method used in this study was a questionnaire. The data analysis technique used research instrument test analysis, classic assumption test, multiple linear regression test, t test, f test, coefficient of determination analysis and calculation of average analysis. Multiple linear analyses were used to test the hypothesis of this study. The results of this study indicated that: (1) Work Motivation had a positive and significant effect on Employee Performance (Y), the value of T-hitung X_1 Work Motivation is $2,848 > \text{Table } 1.995$. (2) Work Discipline had a positive and significant effect on Employee Performance (Y), obtained the value of T-hitung X_2 of Work Discipline of $2,311 > \text{Table } 1.995$. (3) Work Motivation and Work Discipline had a positive and significant effect on Employee Performance with F-count of $13.308 > F \text{ table } 3.13$. The R square variant value = 0.281 or 28%, where changed in employee performance variables can be explained by the variable Work Motivation and Work Discipline, while the remaining 72% was explained by other variables which were not examined in this study.

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