

PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN SEPREKEN KITCHEN & BAR

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan Sepreken Kitchen & Bar. Jenis penelitian menggunakan metode kuantitatif dengan menggunakan program *Statistical Package for the Sosial Science* (SPSS) window versi 23. Metode perolehan data dengan menggunakan kuesioner dan wawancara. Sampel yang digunakan adalah sebanyak 33 karyawan Sepreken Kitchen & Bar. Berdasarkan hasil uji t variabel motivasi diketahui bahwa motivasi memiliki t_{hitung} sebesar 4,653 dan t_{tabel} 2,042 dengan nilai signifikan sebesar 0,000, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel motivasi terhadap kinerja karyawan Sepreken Kitchen & Bar. Berdasarkan uji t variabel disiplin kerja diketahui bahwa disiplin kerja memiliki t_{hitung} sebesar 2,118 dan t_{tabel} sebesar 2,024 dengan nilai signifikan sebesar 0,043, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel disiplin kerja terhadap kinerja karyawan pada Sepreken Kitchen & Bar. Berdasarkan uji F variabel diperoleh F_{hitung} sebesar 18.474 dengan nilai signifikansi sebesar 0,000, maka dapat disimpulkan terdapat pengaruh signifikan motivasi dan disiplin kerja secara simultan terhadap kinerja karyawan pada Sepreken Kitchen & Bar. Berdasarkan hasil koefisien determinasi diperoleh hasil sebesar 55,2% yang berarti variabel kinerja dipengaruhi oleh variabel motivasi dan disiplin kerja sebesar 55,2%, sedangkan sisanya 44,8% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

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

THE EFFECT OF MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT SEPREKEN KITCHEN & BAR

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Abstract

This study aims to determine the effect of motivation and work discipline on employee performance at Sepreken Kitchen & Bar. This type of research uses quantitative methods using the Statistical Package for the Social Science (SPSS) program window version 23. Methods of data collection using questionnaires and interviews. The samples used were 33 employees of Sepreken Kitchen & Bar. Based on the results of the t test for the motivation variable, it is known that motivation has a tcount of 4.653 and a t table of 2.042 with a significant value of 0.000, so it can be concluded that there is a significant positive influence on the motivation variable on employee performance of Sepreken Kitchen & Bar. Based on the t test of the work discipline variable, it is known that work discipline has a t count of 2.118 and a t table of 2.024 with a significant value of 0.043, it can be concluded that there is a significant positive effect of work discipline on employee performance at Sepreken Kitchen & Bar. Based on the variable F test, it is obtained Fcount of 18,474 with a significance value of 0,000, it can be concluded that there is a significant influence on work motivation and discipline simultaneously on employee performance at Sepreken Kitchen & Bar. Based on the results of the coefficient of determination, the result is 55.2%, which means that the performance variable is influenced by the motivation and work discipline variables of 55.2%, while the remaining 44.8% is influenced by other variables not examined in this study.

Keywords: *Motivation, Work Discipline, Employee Performance*