

# **PENGARUH DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI PADA DINAS LINGKUNGAN HIDUP DAN KEHUTANAN DIY**

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## **Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja dan motivasi kerja secara parsial dan simultan terhadap kinerja pegawai pada pengaruh disiplin kerja dan motivasi kerja terhadap kinerja pegawai pada Dinas Lingkungan Hidup dan Kehutanan DIY. Jenis penelitian menggunakan metode kuantitatif dengan menggunakan program *Statistical Package for the Social Scienses (SPSS)* window versi 22. Metode perolehan data dengan menggunakan kuesioner dan wawancara. Sampel yang digunakan adalah sebanyak 55 orang pegawai Dinas Lingkungan Hidup dan Kehutanan DIY. Pengujian yang digunakan adalah uji validitas, uji reliabilitas, uji multikolinieritas, uji heteroskedastisitas, uji normalitas, analisis regresi linier berganda, uji statistik t, uji statistik F dan koefisien determinasi. Berdasarkan hasil uji t variabel disiplin kerja diketahui bahwa disiplin kerja memiliki  $t_{hitung}$  sebesar 3,157 dan  $t_{tabel}$  sebesar 2,007 dengan nilai signifikansi sebesar 0,003, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel disiplin kerja terhadap kinerja pegawai Dinas Lingkungan Hidup dan Kehutanan DIY. Berdasarkan hasil uji t variabel motivasi kerja diketahui bahwa motivasi kerja memiliki  $t_{hitung}$  sebesar 2,701 dan  $t_{tabel}$  sebesar 2,007 dengan nilai signifikansi sebesar 0,009, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel motivasi kerja terhadap kinerja pegawai Dinas Lingkungan Hidup dan Kehutanan DIY. Berdasarkan hasil uji F diperoleh nilai F sebesar 18,887 dengan nilai signifikansi sebesar 0,000, maka dapat disimpulkan terdapat pengaruh signifikan disiplin kerja dan motivasi kerja secara simultan terhadap kinerja pegawai Dinas Lingkungan Hidup dan Kehutanan DIY. Berdasarkan hasil koefisien determinasi diperoleh hasil sebesar 0,398. Hal tersebut berarti sebesar 39,8% dari variabel disiplin kerja dan motivasi kerja mempengaruhi variabel kinerja pegawai, sedangkan sisanya 60,2% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

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

**THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION  
ON EMPLOYEE PERFORMANCE AT ENVIRONMENTAL AND  
FORESTRY SERVICE DIY**

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**Abstract**

*This study aims to determine the effect of work discipline and work motivation partially and simultaneously on employee performance on the effect of work discipline and work motivation on employee performance at the DIY Environment and Forestry Service. This type of research uses quantitative methods using the Statistical Package for the Social Sciences (SPSS) window version 22 program. Methods of data collection using questionnaires and interviews. The sample used was 55 employees of the DIY Environment and Forestry Service. The test used is the validity test, reliability test, multicollinearity test, heteroscedasticity test, normality test, multiple linear regression analysis, t statistical test, F statistical test and the coefficient of determination. Based on the t test results of the work discipline variable, it is known that work discipline has a t count of 3.157 and a t table of 2.007 with a significance value of 0.003, it can be concluded that there is a significant positive effect of work discipline variables on the performance of the employees of the DIY Environment and Forestry Service. Based on the results of the t test work motivation variable, it is known that work motivation has a t count of 2.701 and a t table of 2.007 with a significance value of 0.009, it can be concluded that there is a significant positive effect of work motivation on the performance of the employees of the DIY Environment and Forestry Service. Based on the results of the F test, it was obtained that the F value was 18.887 with a significance value of 0.000, so it can be concluded that there is a significant effect of work discipline and work motivation simultaneously on the performance of the employees of the DIY Environment and Forestry Service. Based on the results of the coefficient of determination, the result is 0.398. This means that 39.8% of the work discipline and work motivation variables affect employee performance variables, while the remaining 60.2% are influenced by other variables not examined in this study.*

**Keyword:** *Work Discipline, Work Motivation, Employee Performance*

