

**PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP
KINERJA PEGAWAI BADAN KESATUAN BANGSA DAN POLITIK
KABUPATEN SLEMAN**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Motivasi Kerja dan Disiplin Kerja terhadap Kinerja Pegawai Badan Kesatuan Bangsa dan Politik Kabupaten Sleman. Sampel dalam penelitian ini adalah seluruh pegawai yang berjumlah 41 orang. Teknik pengambilan sampel menggunakan metode sampel jenuh atau total populasi. Metode pengumpulan data yang digunakan 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 $T_{hitung} X1$ Motivasi Kerja sebesar $2,394 > T_{tabel} 2.079$. (2) Disiplin Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Pegawai (Y), diperoleh nilai $T_{hitung} X2$ Disiplin Kerja sebesar $2,517 > T_{tabel} 2.024$. (3) Motivasi Kerja dan Disiplin Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Pegawai dengan F_{hitung} sebesar $7,212 > F_{tabel} 3.47$. Nilai varian *adjusted R square* = 0,237 atau 23,7%, dimana perubahan variabel Kinerja Pegawai dapat dijelaskan oleh variabel Motivasi Kerja dan Disiplin Kerja, sedangkan sisanya 76,3% dijelaskan oleh variabel lain yang tidak diteliti pada penelitian ini.

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

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**THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE
ON THE PERFORMANCE OF EMPLOYEES OF NATIONAL AND
POLITICAL UNITY AGENCY OF SLEMAN DISTRICT**

Michael Smith

Abstract

This study aims to determine the effect of work motivation and work discipline on employee performance of the Sleman Regency Political and National Unity Agency. The sample in this study were all employees totaling 41 people. The sampling technique uses a saturated sample method or the total population. The data collection method used was a questionnaire. While the data analysis technique used the analysis of the research instrument test, classical assumption test, multiple linear regression test, t test, f test, coefficient determination analysis test and arithmetic mean analysis. Multiple linear analysis was used to test the hypothesis of this study. The results of this study indicate that: (1) Work Motivation has a positive and significant influence on Employee Performance (Y), it is obtained that the value of Tcount X1 is Work Motivation of 2.394 > Ttable 2.079. (2) Work Discipline has a positive and significant influence on Employee Performance (Y), the value of Tcount X2 for Work Discipline is 2.517 > Ttable 2.024. (3) Work Motivation and Work Discipline have a positive and significant influence on Employee Performance with Fcount of 7,212 > Ftable 3.47. The value of the adjusted R square variant = 0.237 or 23.7%, where changes in employee performance variables can be explained by work motivation and work discipline variables, while the remaining 76.3% is explained by other variables not examined in this study.

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

