

**PENGARUH DISIPLIN KERJA DAN KEPUASAN KERJA TERHADAP
KINERJA PEGAWAI DENGAN MOTIVASI SEBAGAI VARIABEL
INTERVENING (STUDI PADA DINAS PERTANIAN, PANGAN, DAN
PERIKANAN DI KABUPATEN SLEMAN)**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja dan kepuasan kerja terhadap kinerja pegawai dengan motivasi sebagai variabel intervening pada Dinas Pertanian, Pangan dan Perikanan di Kabupaten Sleman. Metode yang digunakan dalam pengambilan sampel adalah purposive sampling. Populasi penelitian adalah seluruh pegawai Dinas Pertanian, Pangan dan Perikanan Kabupaten Sleman dengan jumlah 288 orang. Jumlah sampel yang digunakan sebanyak 74 responden. Teknik analisis data menggunakan analisis deskriptif. Pengujian hipotesis menggunakan uji t, uji f, analisis jalur dan sobel test dengan bantuan program SPSS (*Statistical Package for Social Science*) versi 22. Hasil pengujian menunjukkan bahwa: (1) ada pengaruh signifikan disiplin kerja terhadap motivasi kerja pegawai, (2) ada pengaruh signifikan kepuasan kerja terhadap motivasi kerja pegawai, (3) ada pengaruh signifikan disiplin kerja terhadap kinerja pegawai, (4) ada pengaruh signifikan kepuasan kerja terhadap kinerja pegawai, (5) ada pengaruh signifikan motivasi terhadap kinerja pegawai, (6) ada pengaruh signifikan disiplin kerja terhadap kinerja pegawai melalui motivasi, (7) ada pengaruh signifikan kepuasan kerja terhadap kinerja pegawai melalui motivasi.

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


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***THE INFLUENCE OF WORK DISCIPLINE AND JOB SATISFACTION ON
EMPLOYEE PERFORMANCE WITH MOTIVATION AS AN
INTERVENING VARIABLE (STUDY ON DINAS PERTANIAN, PANGAN
DAN PERIKANAN DI KABUPATEN SLEMAN)***

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Abstract

This study aims to determine the effect of work discipline and job satisfaction on employee performance with motivation as an intervening variable on Dinas Pertanian, Pangan, dan Perikanan di Kabupaten Sleman. The method used in sampling is purposive sampling. The research populations are all employees of the Dinas Pertanian, Pangan, dan Perikanan di Kabupaten Sleman as many as 288 people. The number of samples used are 74 respondents. Data analysis technique used descriptive analysis. Hypothesis testing used t test, f test, path analysis with the help of the SPSS (Statistical Package for Social Science) version 22. Test results show that: (1) there is a significant effect of work discipline on employee work motivation, (2) there is a significant effect of job satisfaction on employee work motivation, (3) there is a significant effect of work discipline on employee performance, (4) there is a significant effect of job satisfaction on employee performance, (5) there is a significant effect of motivation on employee performance, (6) there is significant effect of work discipline on employee performance through motivation, (7) there is a significant effect of job satisfaction on employee performance through motivation.

Keywords: *Work Discipline, Job Satisfaction, Motivation, Performance*