

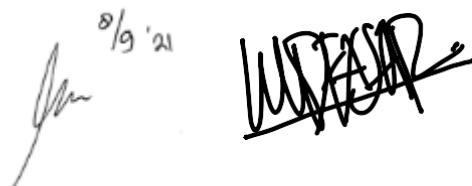
**ANALISIS MOTIVASI DAN DISIPLIN KERJA PEGAWAI PADA DINAS
TENAGA KERJA DAN TRANSMIGRASI DAERAH ISTIMEWA
YOGYAKARTA**

Andika Hendra Setiawan

Abstrak

Penelitian ini dilakukan untuk mengetahui peran motivasi dan disiplin kerja pegawai pada Dinas Tenaga Kerja dan Transmigrasi Daerah Istimewa Yogyakarta. Pengumpulan data primer dengan metode wawancara secara mendalam dengan 6 responden yang berkaitan dengan permasalahannya. Teknik wawancara ini dilakukan dengan semi terstruktur dengan menggunakan pedoman wawancara. Analisis data penelitian ini bersifat kualitatif deskriptif. Hasil penelitian ini menunjukkan bahwa motivasi dan disiplin kerja pegawai dapat ditingkatkan dengan berbagai cara. Motivasi dan disiplin kerja pegawai pada Dinas Tenaga Kerja dan Transmigrasi Daerah Istimewa Yogyakarta dapat ditingkatkan dengan memberikan tunjangan pegawai antara lain ada tunjangan umum, tunjangan jabatan, tunjangan prestasi, menentukan tujuannya pegawai. Pemimpin juga bisa memberikan dorongan kepada pegawai agar pegawai menjadi termotivasi dalam melaksanakan pekerjaan. Lalu ada pemberian hadiah dan hukuman. Dan yang terakhir memberikan hak dari setiap pegawai pegawai. Pegawai perlu dimotivasi secara berkala agar disiplin kerja pegawai menjadi meningkat, baik dari segi presensi kehadiran maupun dari ketepatan penyelesaian pekerjaan pegawai.

Kata Kunci : *Motivasi, Disiplin Kerja, Pegawai*



A photograph showing two handwritten signatures and a date. The date '8/9/21' is written above the first signature. The second signature is more stylized and appears to be a name.

***ANALYSIS OF EMPLOYEE MOTIVATION AND DISCIPLINE AT THE
DEPARTMENT OF MANPOWER AND TRANSMIGRATION OF THE
SPECIAL REGION OF YOGYAKARTA***

Andika Hendra Setiawan

Abstract

This study was conducted to determine the role of motivation and work discipline of employees at the Department of Manpower and Transmigration of the Special Region of Yogyakarta. Primary data collection by in-depth interview method with 6 respondents related to the problem. This interview technique was conducted in a semi-structured manner using interview guidelines. The data analysis of this research is descriptive qualitative. The results of this study indicate that employee motivation and work discipline can be improved in various ways. The motivation and work discipline of employees at the Department of Manpower and Transmigration of the Special Region of Yogyakarta can be increased by providing employee benefits, including general allowances, position allowances, achievement allowances, determining employee goals. Leaders can also provide encouragement to employees so that employees become motivated in carrying out their work. Then there are rewards and punishments. And the last one gives the rights of every employee. Employees need to be motivated regularly so that employee work discipline increases, both in terms of attendance and accuracy in completing employee work.

Keywords : Motivation, Work Discipline, Employee