

HUBUNGAN MOTIVASI DAN DISIPLIN KERJA DENGAN KINERJA PEGAWAI KANTOR CAMAT SIMPANG EMPAT KABUPATEN KARO

ABSTRAK

Penelitian ini bertujuan untuk menganalisis seberapa besar hubungan motivasi dan disiplin kerja dengan kinerja pegawai kantor Camat Simpang Empat Kabupaten Karo. Sampel dalam penelitian ini adalah 38 pegawai kantor Camat Simpang Empat Kabupaten Karo, dan kemudian dilakukan analisis terhadap data yang diperoleh dengan menggunakan analisis data meliputi uji validitas, uji realibilitas, uji normalitas, uji heterokedastisitas, uji multikolinearitas, analisis korelasi, pengujian hipotesis melalui uji t, uji F, serta uji koefisien determinasi. Data-data telah memenuhi uji validitas, uji realibilitas dan uji asumsi klasik diolah sehingga menghasilkan analisis korelasi variabel motivasi sebesar 0.765 dengan tingkat signifikansi 0,000 dan korelasi variabel disiplin kerja sebesar 0.641 dengan tingkat signifikansi 0,000 yang menunjukkan adanya hubungan motivasi dan disiplin kerja terhadap kinerja pegawai. Nilai $t_{hitung} > t_{tabel}$ yaitu variabel motivasi sebesar 8.565, variabel disiplin kerja sebesar 3.606, pengujian hipotesis menggunakan uji t menunjukkan bahwa variabel bebas (X_1 dan X_2) terbukti berpengaruh secara positif dan signifikan terhadap variabel terikat (Y). Hasil uji F sebesar $64.795 > F_{tabel} 3.27$ pengujian menggunakan uji F menunjukkan bahwa variabel bebas (X_1 dan X_2) secara simultan mempunyai pengaruh yang signifikan terhadap variabel terikat (Y). Angka *R Square* sebesar 0.787 menunjukkan bahwa 78.7% variabel terikat (Y) dapat dijelaskan oleh ke dua variabel bebas.

Kata Kunci : Motivasi, Disiplin Kerja dan Kinerja Pegawai



**MOTIVATION AND WORK DISCIPLINE RELATIONSHIP
WITH THE PERFORMANCE OF THE CAMAT OFFICE
EMPLOYEES TRANSFER FOUR
KARO DISTRICT**

ABSTRACT

This study aims to analyze the relationship between motivation and work discipline with the performance of the employees of the Simpang Empat sub-district office in Karo Regency. The sample in this study were 38 employees of the Simpang Empat sub-district office of Karo Regency, and then an analysis was carried out on the data obtained using data analysis including validity test, reliability test, normality test, heteroscedasticity test, multicollinearity test, correlation analysis, hypothesis testing through t test. , F test, and coefficient of determination test. The data has met the validity test, reliability test and classical assumption test processed to produce a correlation analysis of motivation variables of 0.765 with a significance level of 0.000 and a work discipline variable correlation of 0.641 with a significance level of 0.000 which indicates a relationship between motivation and work discipline on employee performance. The value of $t_{(count)} > t_{table}$, namely the motivation variable is 8,565, the work discipline variable is 3,606, hypothesis testing using the t test shows that the independent variables (X1 and X2) are proven to have a positive and significant effect on the dependent variable (Y). The result of the F test is 64,795 > F_{table} 3.27. The test using the F test shows that the independent variables (X1 and X2) simultaneously have a significant effect on the dependent variable (Y). The R Square figure of 0.787 indicates that 78.7% of the dependent variable (Y) can be explained by the two independent variables.

Keywords: Motivation, Work Discipline and Employee Performance