

PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA
KARYAWAN PADA PT. AGRI WANGI INDONESIA

*THE EFFECT OF WORK MOTIVATION AND DISCIPLINE ON EMPLOYEE
PERFORMANCE AT PT. A-GRI WANGI INDONESIA*

ABSTRAK

Employee performance is a very important part of achieving company goals. Given the large influence of motivation, work discipline and work discipline on performance, it is appropriate for companies to pay attention to motivation and work discipline for employees and to supervise employees so that they can be disciplined in work, so that employee performance increases and as an effort to achieve goals. This study aims to determine the effect of competence, motivation, and work discipline on employee performance. The method used is multiple linear regression analysis. The number of samples of all employees, amounting to 100 people. The results showed simultaneously and partially the competency, motivation, and work discipline variables had a positive and significant effect on the performance of the employees of PT. Agri Wangi Indonesia..

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

ABSTRAK

Kinerja karyawan merupakan bagian yang sangat penting untuk mencapai tujuan perusahaan. Mengingat besarnya pengaruh motivasi, dan disiplin kerja terhadap kinerja, sudah selayaknya perusahaan memperhatikan motivasi dan disiplin kerja bagi karyawan serta mengawasi agar karyawan dapat disiplin dalam bekerja, sehingga kinerja karyawan meningkat dan sebagai upaya mencapai tujuan. Penelitian ini bertujuan untuk mengetahui pengaruh kompetensi, motivasi, dan disiplin kerja terhadap kinerja karyawan. Metode yang digunakan adalah analisis regresi linier berganda. Jumlah sampel seluruh karyawan yang berjumlah 100 orang. Hasil penelitian menunjukkan secara simultan dan parsial variabel kompetensi, motivasi, dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. Agri Wangi Indonesia.

Kata Kunci: Motivasi, Disiplin Kerja, Kinerja Karyawan.