

ABSTRAK

Nindya Amdanty Manihuruk, 71170312109. Pengaruh Motivasi dan Disiplin Kerja terhadap Kinerja Pegawai pada Badan Pengelola Pajak dan Retribusi Daerah Kota Medan.

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi dan disiplin kerja terhadap kinerja pegawai pada Badan Pengelola Pajak dan Retribusi Daerah Kota Medan. Penelitian ini mengambil sampel 80 dari 800 pegawai Badan Pengelola Pajak dan Retribusi Daerah Kota Medan. Analisis yang digunakan adalah regresi berganda. Dengan menggunakan batas signifikansi 0,05. Berdasarkan hasil perhitungan dan analisis data yang digunakan diperoleh persamaan regresi yaitu:

$$Y = 2,484 + 0,027X_1 + 0,326X_2$$

Hasil penelitian menunjukkan bahwa tidak terdapat pengaruh yang positif dan signifikan antara motivasi terhadap kinerja karyawan, dengan thitung <ttabel (0,411 <1,66) dan nilai signifikansi 0,682> 0,05. Besarnya pengaruh motivasi terhadap kinerja karyawan adalah 0,039 atau 0,39%. Dengan demikian, berarti hipotesis yang menyatakan bahwa motivasi kerja berpengaruh terhadap kinerja karyawan ditolak. Terdapat pengaruh yang positif dan signifikan antara disiplin kerja terhadap kinerja karyawan, dengan nilai thitung <ttabel (6,20> 1,66) dan nilai signifikansi 0,001 <0,05. Artinya terdapat pengaruh variabel disiplin kerja terhadap kinerja pegawai. Besarnya pengaruh disiplin kerja terhadap kinerja karyawan sebesar 0,584 atau 58,4%. Dengan demikian, berarti hipotesis yang menyatakan bahwa disiplin kerja berpengaruh terhadap kinerja diterima. Terdapat pengaruh yang signifikan antara variabel motivasi dan disiplin kerja secara simultan terhadap kinerja pegawai pada Badan Pengelola Pajak dan Retribusi Daerah Kota Medan, dengan nilai signifikansi pengaruh motivasi dan disiplin kerja secara simultan terhadap kinerja pegawai adalah 0,000 <0,05 dan F nilai dihitung. 18,240> F tabel 2.72, sehingga dapat disimpulkan bahwa pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan diterima. Artinya secara simultan terdapat pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan. Kata kunci: kinerja karyawan, motivasi, dan disiplin kerja.

ABSTRACT

Nindya Amdanty Manihuruk, 71170312109. The Influence of Motivation and Work Discipline on Employee Performance at the Regional Tax and Retribution Management Agency of Medan City.

This study aims to analyze the influence of motivation and work discipline on the performance of the employees of the Medan City Regional Tax and Retribution Management Agency. This study took a sample of 80 out of 800 employees of the Medan City Regional Tax and Retribution Management Agency. The analysis used is multiple regression. By using a significance limit of 0.05. Based on the results of the data calculation and analysis used, it is obtained the regression equation, namely: $Y = 2.484 + 0.027X_1 + 0.326X_2$

The results showed that there was no positive and significant influence between motivation on employee performance, with $t_{count} < t_{table}$ ($0.411 < 1.66$) and a significance value of $0.682 > 0.05$. The magnitude of the influence of motivation on employee performance is 0.039 or 0.39%. Thus, it means that the hypothesis which states that work motivation has an influence on employee performance is rejected. There is a positive and significant influence between work discipline on employee performance, with a value of $t_{count} < t_{table}$ ($6.20 > 1.66$) and a significance value of $0.001 < 0.05$. This means that there is an influence of work discipline variables on employee performance. The magnitude of the influence of work discipline on employee performance is 0.584 or 58.4%. Thus, it means that the hypothesis which states that work discipline has an influence on performance is accepted. There is a significant influence between motivation and work discipline variables simultaneously on employee performance at the Regional Tax and Retribution Management Agency for Medan City, with a significance value for the effect of motivation and work discipline simultaneously on employee performance is $0.000 < 0.05$ and the F value is calculated. $18,240 > F$ table 2.72, so it can be concluded that the effect of motivation and work discipline on employee performance is accepted. Which means that there is a simultaneous influence of motivation and work discipline on employee performance.

Keywords: *employee performance, motivation, and work discipli*