

ABSTRAK

Calveny Laidis Hasibuan, NPM : 71180312183, Pengaruh Kedisiplinan Kerja Dan Motivasi Terhadap Kinerja Karyawan Mawar Bakery And Cake Shop Cabang Simalingkar, Dibimbing Oleh : Dr. Supriadi, S.E.,M.M.,M.Si Sebagai Pembimbing I, dan Syafrizal, S.E.,M.M Sebagai Pembimbing II

Tujuan penelitian ini yaitu untuk mengetahui pengaruh kedisiplinan kerja terhadap kinerja karyawan, untuk mengetahui pengaruh motivasi terhadap kinerja karyawan, dan untuk mengetahui pengaruh kedisiplinan kerja dan motivasi terhadap kinerja karyawan Mawar Bakery and Cake Shop Cabang Simalingkar. Penelitian ini dilakukan di Mawar Bakery and Cake Shop cabang simalingkar, tepatnya di Jl. Jamin Ginting No.115, Mangga, Kec. Medan Tuntungan, Kota Medan, Sumatera Utara 20131. Populasi sebanyak 45 orang dan menggunakan teknik sampling jenuh yaitu sebanyak 45 orang. Pengujian hipotesis dilakukan dengan menyebarkan kuisisioner diuji dengan aplikasi SPSS 26 dan dilakukan uji validitas, uji reabilitas, heterokedastisitas, dan uji multikolinieritas. Teknik analisis data yang digunakan adalah dengan regresi linier berganda, uji t (parsial), uji F (simultan) dan uji R square. Hasil pengujian mendapatkan kesimpulan yaitu kedisiplinan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Motivasi berpengaruh yang signifikan terhadap kinerja karyawan. Dan kedisiplinan kerja dan motivasi secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Kedisiplinan Kerja, Motivasi, Kinerja Karyawan

ABSTRACT

Calveny Laidis Hasibuan, NPM : 71180312183, The Effect Of Work Discipline And Motivation On Employee Performance Of Mawar Bakery And Cake Shop Simalingkar Branc, Supervised By : Dr. Supriadi, S.E.,M.M.,M.Si as Supervisor I, and Syafrizal, S.E.,M.M as Supervisor II

The purpose of this study was to determine the effect of work discipline on employee performance, to determine the effect of motivation on employee performance, and to determine the effect of work discipline and motivation on employee performance at Mawar Bakery and Cake Shop Simalingkar Branch. This research was conducted at Mawar Bakery and Cake Shop simalingkar branch, precisely on Jl. Jamin Ginting No.115, Mangga, Kec. Medan Tuntungan, Medan City, North Sumatra 20131. The population was 45 people and using a saturated sampling technique as many as 45 people. Hypothesis testing was done by distributing questionnaires and tested with the SPSS 26 application and tested for validity, reliability, heteroscedasticity, and multicollinearity tests. The data analysis technique used is multiple linear regression, t test (partial), F test (simultaneous) and R square test. The test results get the conclusion that work discipline has a positive and significant effect on employee performance. Motivation has a significant effect on employee performance. And work discipline and motivation simultaneously have a positive and significant effect on employee performance.

Keywords: Work Discipline, Motivation, Employee Performance