

## **ABSTRAK**

**Nama : Riana. NPM. 71200312011. Pengaruh Motivasi Intrinsik Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan Yang Berlokasi Di Jl. Tanjung Berombang Dusun V, Kel/Desa Asahan Mati, Kecamatan Tanjung Balai, Kabupaten Asahan. di bimbing oleh : Bapak Syafrizal S.E., M.M. sebagai Dosen Pembimbing I dan Ibu Farida Khairani Lubis S.E., M.Si, sebagai Dosen Pembimbing II.**

Penelitian ini bertujuan untuk mengetahui apakah motivasi Intrinsik Dan Disiplin Kerja berpengaruh terhadap Kinerja Pegawai pada Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan. Penelitian ini menggunakan data primer dengan menyebarkan kuesioner kepada seluruh pegawai. Teknik sampel dalam penelitian ini adalah teknik total sampling kemudian di proses menggunakan SPSS. Jumlah populasi yang digunakan adalah sebesar 33 responden dimana seluruh populasi dijadikan sampel. Teknik yang digunakan dalam penelitian ini menggunakan uji kualitas data, uji asumsi klasik, uji analisis linear berganda dan uji hipotesis. Hasil yang diperoleh dari penelitian ini yakni Motivasi Intrinsik tidak berpengaruh positif dan signifikan terhadap kinerja pegawai pada Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan. Motivasi intrinsik dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan.

**Kata kunci : Motivasi Intrinsik, Disiplin Kerja, Kinerja Pegawai**

## ABSTRACT

***Name: Riana. NPM. 71200312011. The Influence of Intrinsic Motivation and Work Discipline on Employee Performance at the Tanjung Balai District Government Office of Asahan Regency which is located on Jl. Tanjung Berombang Dusun V, Asahan Mati Kel/Village, Tanjung Balai District, Asahan Regency. Supervised by: Mr. M.M. as supervisor lecturer I and Mrs. Farida Khairani Lubis S.E., M.Si, as supervisor lecturer II.***

*This research aims to find out whether intrinsic motivation and work discipline influence employee performance at the Tanjung Balai sub-district office of the Asahan district government. This research uses primary data by distributing questionnaires to all employees. The sampling technique in this research is a total sampling technique which is then processed using SPSS. The total population used was 33 respondents where the entire population was used as a sample. The technique used in this research uses data quality testing, classical assumption testing, multiple linear analysis testing and hypothesis testing. The results obtained were that motivation had no positive and significant effect on employee performance at the Tanjung Balai sub-district office and work discipline had a positive and significant effect on employee performance at the Tanjung Balai sub-district office of the Asahan district government. The advice that can be given from this research is that improving employee performance does not always have to be through motivation within the employee, but rather there are many other motivational factors that influence work discipline at the Tanjung Balai sub-district office of the Asahan district government to pay more attention to employee absenteeism and should provide rewards to employees. to be more active at work.*

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