ABSTRAK

Rafli. 21.312044/71210312044. Pengaruh Disiplin Kerja dan Motivasi Terhadap Kinerja Pegawai IFG Life Medan dibimbing oleh Dr. Sri Gustina Pane., S.E.M.Si selaku pembimbing I dan Ismail Nst.,S.E.M.Si, pembimbing II Skripsi Universitas Sumatera Islam Utara, 2025

This study aims to determine the effect of work discipline and motivation on employee performance, as well as the simultaneous effect of work discipline and motivation on the performance of employees at IFG Life Medan.

Jenis penelitian yang digunakan dalam penelitian ini menggunakan pendekatan kuantitatif. Populasi dalam penelitian ini adalah seluruh pegawai IFG Life Medan sebanyak 32 pegawai dan sampel yang dipakai adalah seluruh pegawai yang ada. Teknik pengumpulan data dalam penelitian ini yaitu angket (kuisioner). Teknik analisis data menggunakan analisis regresi linier berganda, uji asumsi klasik uji t, uji f dan koefisien determinasi. Pengolahan data dalam penelitian ini menggunakan program Software SPSS 27.00 for Windows.

Hasil penelitian menunjukkan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Motivasi berpengaruh positif signifikan terhadap kinerja pegawai Secara simultan disiplin kerja dan motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai IFG Life Medan.

Kata Kunci: Disiplin Kerja, Motivasi, Kinerja

ABSTRACT

Rafli. 21.312044/71210312044. *The Influence of Work Discipline and Motivation on Employee Performance at IFG Life Medan*. Supervised by Dr. Sri Gustina Pane, S.E., M.Si as Supervisor I and Ismail Nst., S.E., M.Si as Supervisor II. Undergraduate Thesis, Universitas Sumatera Islam Utara, 2025.

This research aims to determine the effect of work discipline and motivation on the performance of employees at IFG Life Medan.

The type of research used in this study is a quantitative approach. The population in this study consists of all employees of IFG Life Medan, totaling 32 employees, and the sample used includes all employees in the population. The data collection technique used in this research is a questionnaire. The data analysis technique uses multiple linear regression analysis, classical assumption tests, t-test, F-test, and coefficient of determination. Data processing in this study was carried out using the SPSS 27.00 for Windows software program.

Research results show that work discipline has a positive and significant effect on employee performance. Motivation also has a positive and significant effect on employee performance. Simultaneously, work discipline and motivation have a positive and significant effect on the performance of employees at IFG Life Medan.

Keywords: Work Discipline, Motivation, Performance