

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Disiplin dan Motivasi Kerja terhadap Kinerja Karyawan PT. Sanbe Farma Divisi Onkologi Padalarang, baik secara simultan maupun parsial. Metode yang digunakan adalah metode penelitian deskriptif dan verifikatif dengan jumlah sampel 30 responden. Metode analisis data yang digunakan adalah analisis *Method of Succesive Interval*, analisis regresi linier berganda, analisis korelasi ganda, analisis koefisien determinasi simultan dan analisis koefisien determinasi parsial. Hasil penelitian menunjukkan bahwa terdapat pengaruh yang positif dan signifikan antara Disiplin dan Motivasi Kerja terhadap Kinerja Karyawan PT. Sanbe Farma Divisi Onkologi Padalarang secara simultan sebesar 71,2%. Secara parsial pengaruh Disiplin kerja terhadap Kinerja Karyawan PT. Sanbe Farma Divisi Onkologi Padalarang sebesar 30,7% dan pengaruh Motivasi Kerja terhadap Kinerja Karyawan PT. Sanbe Farma Divisi Onkologi Padalarang sebesar 40,5%. Sehingga bisa disimpulkan bahwa Motivasi Kerja memberikan pengaruh yang lebih besar terhadap Kinerja Karyawan PT. Sanbe Farma Divisi Onkologi Padalarang

Kata Kunci: Disiplin Kerja, Motivasi Kerja dan Kinerja Karyawan

ABSTRACT

This study aims to determine how much influence Discipline and Work Motivation have on Employee Performance at PT. Sanbe Farma Padalarang Oncology Division, either simultaneously or partially. The method used is descriptive and verification research methods with a sample of 30 respondents. The data analysis method used is Method of Successive Interval analysis, multiple linear regression analysis, multiple correlation analysis, simultaneous determination coefficient analysis and partial determination coefficient analysis. The results showed that there was a positive and significant influence between Discipline and Work Motivation on Employee Performance at PT. Sanbe Farma Padalarang Oncology Division simultaneously by 71.2%. Partially the effect of work discipline on employee performance at PT. Sanbe Farma Padalarang Oncology Division of 30.7% and the influence of Work Motivation on Employee Performance at PT. Sanbe Farma Padalarang Oncology Division by 40.5%. So that it can be interpreted that Work Motivation has a greater influence on the Performance Employees of PT. Sanbe Farma Padalarang Oncology Division

Keywords : Work Discipline, Work Motivation and Employee Performance