

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja dan motivasi kerja terhadap kinerja karyawan di Bank BJB Kantor Cabang Tamansari. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 97 responden. Teknik pengumpulan data yang digunakan adalah observasi, wawancara, dan menyebarkan kuesioner. Metode analisis yang digunakan adalah Method of Successive Internal (MSI), analisis regresi linier berganda, korelasi berganda, koefisien determinasi. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara disiplin kerja dan motivasi kerja terhadap kinerja karyawan di Bank BJB Kantor Cabang Tamansari secara simultan sebesar 69,3%. Secara parsial pengaruh disiplin kerja terhadap kinerja karyawan sebesar 43,27%, pengaruh motivasi kerja terhadap kinerja karyawan sebesar 26,05%. Sehingga dapat disimpulkan bahwa disiplin kerja memberikan pengaruh yang lebih besar terhadap kinerja karyawan di Bank BJB Kantor Cabang Tamansari.

Kata Kunci : Disiplin Kerja, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

This research aims to determine the influence of work discipline and work motivation on employee performance in Bank BJB Kantor Cabang Tamansari. The research method used was descriptive and verification method with a sample size of 97 respondents. The data collection techniques used were observation, interviews, and distributing questionnaires. The analytical method used is the Method of Successive Internal (MSI), multiple linear regression analysis, multiple correlation, coefficient of determination. The research results show that there is a positive and significant influence between work discipline and work motivation on on employee performance in Bank BJB Kantor Cabang Tamansari simultaneously reached 69.3%. Partially, the influence of work discipline on employee performance is 43,27%, and the influence of work motivation on employee performance is 26,05%. So it can be concluded that work discipline has a greater influence on the employee performance of Bank BJB Kantor Cabang Tamansari.

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