

ABSTRAK

Percetakan Sofasco Cikampek menghadapi permasalahan kinerja karyawan yang terlihat dari belum tercapainya target produksi, adanya produk cacat, keterlambatan penyelesaian pesanan, serta meningkatnya ketidakhadiran karyawan. Hasil pra-survei juga menunjukkan bahwa Motivasi Kerja dan Disiplin Kerja menjadi faktor yang perlu mendapat perhatian karena memperoleh penilaian relatif lebih rendah dibandingkan faktor lainnya. Kondisi tersebut menunjukkan perlunya analisis lebih lanjut mengenai keterkaitan Motivasi Kerja dan Disiplin Kerja dengan Kinerja Karyawan. Penelitian ini bertujuan untuk mengetahui dan menganalisis Motivasi Kerja, Disiplin Kerja, dan Kinerja Karyawan serta menguji pengaruh Motivasi Kerja dan Disiplin Kerja terhadap Kinerja Karyawan, baik secara parsial maupun simultan. Penelitian menggunakan metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Data diperoleh melalui penyebaran kuesioner kepada seluruh karyawan Percetakan Sofasco Cikampek dan dianalisis menggunakan IBM SPSS Statistics melalui regresi linear berganda, korelasi, koefisien determinasi, uji t, dan uji F. Hasil penelitian menunjukkan bahwa Motivasi Kerja, Disiplin Kerja, dan Kinerja Karyawan berada pada kategori baik. Secara parsial, Motivasi Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Disiplin Kerja juga berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Secara simultan, Motivasi Kerja dan Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan. Kedua variabel tersebut secara bersama-sama memiliki kontribusi yang kuat dalam menjelaskan Kinerja Karyawan, dengan Disiplin Kerja memberikan kontribusi parsial yang lebih besar dibandingkan Motivasi Kerja.

Kata kunci: Motivasi Kerja, Disiplin Kerja, Kinerja Karyawan, Percetakan.

ABSTRACT

Percetakan Sofasco Cikampek faces employee performance problems, as reflected in the failure to achieve production targets, the occurrence of defective products, delays in order completion, and increasing employee absenteeism. The preliminary survey also indicates that Work Motivation and Work Discipline require attention, as they received relatively lower assessments compared with other factors. These conditions indicate the need for further analysis of the relationship between Work Motivation, Work Discipline, and Employee Performance. This study aims to identify and analyze Work Motivation, Work Discipline, and Employee Performance, as well as to examine the effects of Work Motivation and Work Discipline on Employee Performance, both partially and simultaneously. This study employed a quantitative method with a descriptive and verificative approach. Data were collected through questionnaires distributed to all employees of Percetakan Sofasco Cikampek and analyzed using IBM SPSS Statistics through multiple linear regression, correlation analysis, coefficient of determination, t-test, and F-test. The results showed that Work Motivation, Work Discipline, and Employee Performance were categorized as good. Partially, Work Motivation had a positive and significant effect on Employee Performance. Work Discipline also had a positive and significant effect on Employee Performance. Simultaneously, Work Motivation and Work Discipline had a positive and significant effect on Employee Performance. Both variables made a strong contribution to explaining Employee Performance, with Work Discipline having a greater partial contribution than Work Motivation.

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