

**“Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan Di Pt.
Kiyokuni Technologies Divisi *Painting*”**

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran mengenai pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan serta mencari seberapa besar pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan Pt. Kiyokuni Technologies Divisi *Painting* baik secara parsial maupun simultan. Metode yang digunakan dalam penelitian ini adalah analisis deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah seluruh karyawan Pt. Kiyokuni Technologies Divisi *Painting* yang berjumlah 43 orang responden dengan menggunakan teknik *non probability* sampling, sampel jenuh. Berdasarkan hasil uji determinasi diperoleh bahwa motivasi berpengaruh signifikan sebesar 46,7% terhadap kinerja karyawan, dan disiplin kerja berpengaruh signifikan sebesar 46,9% terhadap kinerja karyawan, motivasi dan disiplin kerja berpengaruh sebesar 63,8% terhadap kinerja karyawan. Hasil penelitian secara parsial menunjukkan motivasi berpengaruh terhadap kinerja, disiplin kerja berpengaruh terhadap kinerja. Secara simultan menunjukkan bahwa motivasi dan disiplin kerja secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata kunci: motivasi, disiplin kerja, kinerja karyawan.

***"The Influence of Motivation and Work Discipline on Employee Performance
at PT. Kiyokuni Technologies Painting Division"***

ABSTRACT

This study aims to find out the picture regarding the influence of motivation and work discipline on employee performance and finding out how much influence motivation and work discipline have on employee performance PT. Kiyokuni Technologies Painting Division, both partially and simultaneously . The method used in this study is descriptive analysis and verification with a quantitative approach. The population used in this study is all employees of PT. Kiyokuni Technologies Painting Division. totaling 43 respondents using non-probability sampling techniques , saturated samples. Based on the results of the determination test, it was found that motivation had a significant effect of 46.7 % on employee performance , and work discipline had a significant effect of 46.9 % on employee performance , motivation and work discipline had an effect of 63.8 % on employee performance . The results of the study partially shows Motivation influences performance , and work discipline influences performance. Simultaneously , it shows that motivation and work discipline together have a positive and significant influence on employee performance.

Keywords: motivation , work discipline , performance employee .