

ABSTRAKSI

PENGARUH MOTIVASI KERJA, DISIPLIN KERJA DAN KEPEMIMPINAN TERHADAP KINERJA PEGAWAI DI KECAMATAN JATEN KABUPATEN KARANGANYAR

Dhimas Kristianto Nugroho
2016 514 495

dhimashendsome@gmail.com

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi kerja, disiplin kerja dan kepemimpinan terhadap kinerja pegawai di kecamatan jaten kabupaten karanganyar. Metode analisis dalam penelitian ini terdiri dari pengujian instrument, uji asumsi klasik, analisis regresi linier berganda, uji t, uji F dan uji R^2 . Hasil analisis regresi menunjukkan motivasi kerja, disiplin kerja dan kepemimpinan berpengaruh positif dan signifikan terhadap kinerja pegawai di kecamatan jaten kabupaten karanganyar. Hasil uji t menunjukkan bahwa: motivasi kerja berpengaruh signifikan terhadap kinerja pegawai, disiplin kerja berpengaruh signifikan terhadap kinerja pegawai, kepemimpinan berpengaruh signifikan terhadap kinerja pegawai. Hasil uji F dapat di simpulkan secara bersama-sama variabel motivasi kerja, disiplin kerja dan kepemimpinan berpengaruh signifikan terhadap kinerja pegawai di kecamatan jaten kabupaten karanganyar. Uji koefisien determinasi dari nilai R^2 didapatkan hasil sebesar 0.349 yang berarti kinerja pegawai di kecamatan jaten kabupaten karanganyar mampu dijelaskan oleh variabel motivasi kerja, disiplin kerja dan kepemimpinan sebesar 34,9% sedangkan sisanya 65,1% dijelaskan oleh variabel lainnya yang tidak ikut terobservasi. Sebagai contoh stress kerja, budaya organisasi, lingkungan dan lain-lain.

Kata Kunci : Motivasi Kerja, Disiplin Kerja, Kepemimpinan, Kinerja Pegawai

ABSTRACTION

INFLUENCE OF WORK MOTIVATION, WORK DISCIPLINE AND LEADERSHIP ON EMPLOYEE PERFORMANCE IN JATEN DISTRICT, KARANGANYAR DISTRICT

Dhimas Kristianto Nugroho
2016 514 495

dhimashendsome@gmail.com

This study aims to analyze the effect of work motivation, work discipline and leadership on employee performance in the district of Jaten Karanganyar district. The analytical method in this study consisted of testing the instrument, the classic assumption test, multiple linear regression analysis, t test, F test and R2 test. The results of the regression analysis showed work motivation, work discipline and leadership had a positive and significant effect on the performance of employees in Jaten sub-district of Karanganyar. T test results show that: work motivation has a significant effect on employee performance, work discipline has a significant effect on employee performance, leadership has a significant effect on employee performance. The results of the F test can be concluded together variables of work motivation, work discipline and leadership have a significant effect on the performance of employees in the district of Karatenyar jaten district. The coefficient of determination test of the R2 value is 0.349, which means that the performance of employees in Jaten Subdistrict Karanganyar Regency can be explained by the variables of work motivation, work discipline and leadership by 53.2% while the remaining 46.8% is explained by other variables that are not observed. For example work stress, organizational culture, environment and others.

Keywords: Work Motivation, Work Discipline, Leadership, Performance

employee