

ABSTRAK

Akela Junia, 19101155310344, Manajemen, 2022/2023. Pengaruh Motivasi dan Komitmen Kerja Terhadap Kinerja Karyawan Dengan Kedisiplinan Sebagai Variabel Intervening. Dibawah bimbingan bapak M.Afuan, SE, MM dan bapak Febri Aldi S.Kom, M.Kom

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Motivasi dan Komitmen Kerja Terhadap Kinerja Karyawan Melalui Kedisiplinan Pada Karyawan PT.Sumbar Intermedia Pers “Harian Umum Rakyat Sumbar”. Metode pengumpulan data melalui survey dan pengumpulan kuisioner dari Karyawan PT.Sumbar Intermedia Pers “Harian Umum Rakyat Sumbar”. Metode analisis yang digunakan adalah Smart PLS 3.0.

Hasil penelitian yang diperoleh Motivasi berpengaruh positif dan signifikan terhadap Kedisiplinan, maka H1 diterima, Komitmen kerja berpengaruh positif dan signifikan terhadap Kedisiplinan, maka H2 diterima, Motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan , maka H3 diterima, komitmen berpengaruh positif dan signifikan terhadap kinerja karyawan, maka H4 diterima, kedisiplinan tidak berpengaruh terhadap kinerja karyawan, maka H5 ditolak, kedisiplinan tidak mengintervening hubungan antara motivasi terhadap kinerja pegawai, maka H6 ditolak, kedisiplinan tidak mengintervening hubungan antara komitmen kerja terhadap kinerja karyawan, maka H7 ditolak.

Kata kunci : Motivasi, Komitmen Kerja, Kedisiplinan, Kinerja Karyawan.

ABSTRACT

Akela Junia, 19101155310344, Management, 2022/2023. The Effect of Work Motivation and Commitment on Employee Performance with Discipline as an Intervening Variable. Under the guidance of Mr. M. Afuan, SE, MM and Mr. Febri Aldi S. Kom, M. Kom

This study aims to examine how much influence motivation and work commitment have on employee performance through discipline in PT.Sumbar Intermedia Pers employees "General Daily of the People of West Sumatra". Methods of data collection through surveys and questionnaire collection from employees of PT.Sumbar Intermedia Press "General Daily of the People of West Sumatra". The analytical method used is Smart PLS 3.0.

The results of the study obtained that motivation has a positive and significant effect on discipline, then H1 is accepted, work commitment has a positive and significant effect on discipline, then H2 is accepted, motivation has a positive and significant effect on employee performance, then H3 is accepted, commitment has a positive and significant effect on employee performance , then H4 is accepted, discipline insignificant effect on employee performance, then H5 is rejected, discipline does not intervene in the relationship between motivation and employee performance, then H6 is rejected, discipline does not intervene in the relationship between work commitment to employee performance, then H7 is rejected.

Keywords: Motivation, Work Commitment, Discipline, Employee Performan