

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan Dengan Komitmen Organisasional Sebagai Variabel Intervening Pada Pt. Sak Muara Timpeh. Metode yang digunakan adalah Analisis *structural Equation Modeling* (SEM) Dengan *Partial Least Square* (PLS). Dengan mengedarkan kuesioner sebanyak 100 responden. Hasil penelitian yang didapatkan yaitu: a) Terdapat pengaruh positif dan signifikan antara Disiplin Kerja terhadap Komitmen Organisasional pada PT. Sak Muara Timpeh Pengaruh Disiplin Kerja terhadap Komitmen Organisasional yaitu 0,448 yang menunjukkan bahwa arah hubungan antara Disiplin Kerja terhadap Komitmen Organisasional adalah positif. b) Terdapat pengaruh positif dan signifikan antara Motivasi terhadap Komitmen Organisasional pada PT. Sak Muara Timpeh. Pengaruh Motivasi terhadap Komitmen Organisasional yaitu 0,509 yang menunjukkan bahwa arah hubungan antara Komitmen Organisasional terhadap Komitmen Organisasional adalah positif. c) Terdapat pengaruh positif dan signifikan antara Disiplin Kerja terhadap Kinerja Karyawan pada PT. Sak Muara Timpeh. Pengaruh Disiplin Kerja terhadap Kinerja Karyawan yaitu 0,625 yang menunjukkan bahwa arah hubungan antara Disiplin Kerja terhadap Kinerja Karyawan adalah positif. d) Terdapat pengaruh positif dan tidak signifikan antara Motivasi terhadap Kinerja Karyawan pada PT. Sak Muara Timpeh. Pengaruh Motivasi terhadap Kinerja Karyawan yaitu 0,060 yang menunjukkan bahwa arah hubungan antara Motivasi terhadap Kinerja Karyawan adalah positif. e) Terdapat pengaruh positif dan tidak signifikan antara Komitmen Organisasional terhadap Kinerja Karyawan pada PT. Sak Muara Timpeh. Pengaruh Komitmen Organisasional terhadap Kinerja Karyawan yaitu 0,186 yang menunjukkan bahwa arah hubungan antara Komitmen Organisasional terhadap Kinerja Karyawan adalah positif. f) Komitmen Organisasional tidak memediasi Disiplin Kerja terhadap Kinerja Karyawan. Pengaruh Disiplin Kerja terhadap Kinerja Karyawan melalui Komitmen Organisasional yaitu 0,083 yang menunjukkan bahwa arah hubungan antara Disiplin Kerja terhadap Kinerja Karyawan melalui Komitmen Organisasional adalah positif. g) Komitmen Organisasional tidak memediasi Motivasi terhadap Kinerja Karyawan. Pengaruh Motivasi terhadap Kinerja Karyawan melalui Komitmen Organisasional karyawan yaitu 0,095 yang menunjukkan bahwa arah hubungan antara Motivasi terhadap Kinerja Karyawan melalui Komitmen Organisasional adalah positif.

Kata Kunci : Disiplin Kerja, Motivasi Kerja, Kinerja Karyawan dan Komitmen Organisasional

ABSTRACT

This study aims to determine how much influence work discipline and work motivation have on employee performance with organizational commitment as an intervening variable at Pt. Sak Muara Timpeh. The method used is Structural Equation Modeling (SEM) Analysis with Partial Least Square (PLS). By distributing questionnaires to 100 respondents. The research results obtained are: a) There is a positive and significant influence between Work Discipline on Organizational Commitment at PT. Sak Muara Timpeh. The effect of Work Discipline on Organizational Commitment is 0.448 which indicates that the direction of the relationship between Work Discipline on Organizational Commitment is positive. b) There is a positive and significant influence between Motivation on Organizational Commitment at PT. Sak Muara Timpeh. The effect of motivation on organizational commitment is 0.509 which indicates that the direction of the relationship between organizational commitment and organizational commitment is positive. c) There is a positive and significant influence between Work Discipline on Employee Performance at PT. Sak Muara Timpeh. The effect of Work Discipline on Employee Performance is 0.625 which indicates that the direction of the relationship between Work Discipline on Employee Performance is positive. d) There is a positive and not significant influence between Motivation on Employee Performance at PT. Sak Muara Timpeh. The effect of motivation on employee performance is 0.060 which indicates that the direction of the relationship between motivation and employee performance is positive. e) There is a positive and insignificant influence between Organizational Commitment on Employee Performance at PT. Sak Muara Timpeh. The influence of Organizational Commitment on Employee Performance is 0.186 which indicates that the direction of the relationship between Organizational Commitment on Employee Performance is positive. f) Organizational Commitment does not mediate Work Discipline on Employee Performance. The effect of Work Discipline on Employee Performance through Organizational Commitment is 0.083 which indicates that the direction of the relationship between Work Discipline on Employee Performance through Organizational Commitment is positive. g) Organizational Commitment does not mediate Motivation on Employee Performance. The effect of motivation on employee performance through employee organizational commitment is 0.095 which indicates that the direction of the relationship between motivation on employee performance through organizational commitment is positive.

Keywords: *Work Discipline, Work Motivation, Employee Performance and Organizational Commitment*