

ABSTRAK

Penelitian dilakukan untuk melihat Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening pada PT. Stellindo Padang. Populasi pada penelitian ini karyawan PT. Stellindo Padang sebanyak 48 orang, dengan teknik pengumpulan data melalui kuisisioner dan penyebaran kuesioner sebanyak 40 indikator pertanyaan. Metode pada penelitian ini kuantitatif dan teknik analisis data dalam penelitian ini menggunakan metode *Structural Equation Modeling* (SEM) *SmartPLS* 3. Hasil penelitian menunjukkan bahwa motivasi berpengaruh positif dan signifikan terhadap kepuasan kerja, disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. Motivasi berpengaruh positif dan signifikan terhadap kinerja karyawan, disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Kepuasan kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Motivasi berpengaruh tidak langsung dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja. Disiplin kerja berpengaruh tidak langsung dan tidak signifikan terhadap kinerja karyawan melalui kepuasan kerja.

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

ABSTRACT

Research was conducted to see the influence of work motivation and discipline on employee performance through job satisfaction as an intervening variable at PT. Stellindo Padang. The population in this study were employees of PT. Stellindo Padang as many as 48 people, with data collection techniques through questionnaires and distributing questionnaires with 40 question indicators. The method in this research is quantitative and the data analysis technique in this research uses the Structural Equation Modeling (SEM) SmartPLS 3 method. The research results show that motivation has a positive and significant effect on job satisfaction, work discipline has a positive and significant effect on job satisfaction. Motivation has a positive and significant effect on employee performance, work discipline has a positive and insignificant effect on employee performance. Job satisfaction has a positive and insignificant effect on employee performance. Motivation has an indirect and insignificant effect on employee performance through job satisfaction. Work discipline has an indirect and insignificant effect on employee performance through job satisfaction.

Keywords: Motivation, Work Discipline, Employee Performance, Job Satisfaction