

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Karakteristik Individu dan Disiplin Kerja terhadap Kinerja Karyawan melalui Motivasi Kerja sebagai Variabel Intervening pada PT. Semen Padang. Populasi penelitian ini adalah karyawan PT. Semen Padang sebanyak 41 orang. Teknik pengumpulan sampel pada penelitian ini menggunakan metode sampel jenuh dengan sampel 41 orang karyawan. Teknik pengumpulan data melalui kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data dalam penelitian ini menggunakan metode *Structural Equation Modeling* (SEM) SmartPLS 3. Penyebaran kuesioner sebanyak 40 indikator pertanyaan. Dari 40 indikator pertanyaan kuesioner setelah dilakukan uji validitas dan realibilitas menghasilkan 40 indikator dengan nilai *Average Variance Extracted* (AVE) yaitu Karakteristik Individu sebanyak 0,793 dan nilai reliabilitas 0,975, Disiplin Kerja sebanyak 0,803 dan nilai reliabilitas 0,976, Kinerja Karyawan sebanyak 0,722 dan nilai reliabilitas 0,963, Motivasi Kerja sebanyak 0,790 dan nilai reliabilitas 0,974. Hasil penelitian menunjukkan bahwa Karakteristik Individu berpengaruh positif dan signifikan terhadap motivasi kerja, disiplin kerja berpengaruh positif dan signifikan terhadap motivasi kerja. Karakteristik individu berpengaruh positif dan signifikan terhadap kinerja karyawan, disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Motivasi kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan. Karakteristik individu berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui motivasi kerja. Disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja karyawan melalui motivasi kerja. Kontribusi variabel Karakteristik individu dan Disiplin Kerja terhadap Motivasi Kerja yaitu sebesar sebesar 94,4% serta Kontribusi variabel Karakteristik Individu, Disiplin Kerja dan Motivasi Kerja terhadap Kinerja Karyawan yaitu sebesar 77,9%.

Kata Kunci : *Karakteristik Individu, Disiplin Kerja, Kinerja Karyawan, Motivasi Kerja.*

ABSTRACT

This study aims to find out how much the Influence of Individual Characteristics and Work Discipline on Employee Performance through Work Motivation as an Intervening Variable in PT. Semen Padang. The population of this study is employees of PT. Semen Padang as many as 41 people. The sample collection technique in this study uses a saturated sample method with a sample of 41 employees. The data collection technique is through a questionnaire that has been tested for validity and reliability. The data analysis technique in this study uses the SmartPLS 3 Structural Equation Modeling (SEM) method. The distribution of the questionnaire was 40 question indicators. Of the 40 indicators of the questionnaire questions after the validity and reality test was carried out, 40 indicators were produced with Average Variance Extracted (AVE) values, namely Individual Characteristics of 0.793 and reliability values of 0.975, Work Discipline of 0.803 and reliability values of 0.976, Employee Performance of 0.722 and a reliability value of 0.963, Work Motivation as much as 0.790 and a reliability value of 0.974. The results of the study showed that Individual Characteristics had a positive and significant effect on work motivation, work discipline had a positive and significant effect on work motivation. Individual characteristics have a positive and significant effect on employee performance, work discipline has a positive and insignificant effect on employee performance. Work motivation has a positive and insignificant effect on employee performance. Individual characteristics have a positive and insignificant effect on employee performance through work motivation. Work discipline has a positive and insignificant effect on employee performance through work motivation. The contribution of the variables Individual Characteristics and Work Discipline to Work Motivation was 94.4% and the contribution of the variables Individual Characteristics, Work Discipline and Work Motivation to Employee Performance was 77,9%

Keywords : Individual Characteristics, Work Discipline, Employee Performance, Work Motivation.