

ABSTRACT

THE EFFECT OF WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE

(A Study at the Transportation service of the City of Tasikmalaya)

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The purpose of this study was to determine the effect of work motivation and work discipline on the performance of employees at the Transportation Service Office of Tasikmalaya City, either simultaneously or partially. This research method using survey method. Data collection techniques were carried out by distributing questionnaires to respondents from the Tasikmalaya City Transportation Department. Data analysis technique using path analysis. Based on the result of the study known that both simultaneously and partially, there is a significant influence between work discipline on the performance of employees at the Transportation Department of Tasikmalaya City. It can be indicated that if work motivation and work discipline is high, employee performance will also increase.

Keywords: work motivation, work discipline and employee performance

ABSTRAK

PENGARUH MOTIVASI KERJA DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI

(Suatu Penelitian Pada Dinas Perhubungan Kota Tasikmalaya)

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Tujuan dari penelitian ini adalah untuk mengetahui pengaruh motivasi kerja dan disiplin kerja terhadap kinerja pegawai di dinas perhubungan kota tasikmalaya baik secara simultan maupun secara parsial. Metode penelitian ini menggunakan metode survey. Teknik pengumpulan data dilakukan dengan cara menyebar kuisioner pada responden pegawai dinas perhubungan kota tasikmalaya. Teknik analisis datanya menggunakan *path analisis*. Berdasarkan hasil penelitian diketahui baik secara parsial maupun secara simultan, terdapat pengaruh yang signifikan antara motivasi kerja dan disiplin kerja terhadap kinerja pegawai di dinas perhubungan kota tasikmalaya. Dapat diindikasikan bahwa jika motivasi kerja dan disiplin kerja tinggi maka kinerja pegawai juga akan meningkat.

Kata kunci : Motivasi Kerja, Disiplin Kerja, Kinerja Pegawai