

ABSTRAK

PENGARUH INSENTIF, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN

(Suatu Penelitian Terhadap Karyawan *Back Office* PT Bank Tabungan Negara
(Persero), Tbk Kantor Cabang Tasikmalaya)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh insentif, motivasi dan disiplin kerja terhadap kinerja karyawan *back office* di PT Bank Tabungan Negara. Metode penelitian yang digunakan adalah Kuantitatif Deskriptif. Teknik analisis data yang digunakan adalah *path analysis*. Hasil penelitian membuktikan bahwa secara simultan dan parsial insentif, motivasi dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci: Insentif, Motivasi, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF INCENTIVES, MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE

*(A Research on Back Office Employees of PT Bank Tabungan Negara (Persero),
Tbk Tasikmalaya Branch Office)*

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The purpose of this study's to find out and analyze the influence of incentives, motivation and work discipline on the performance of Back Office employees at PT Bank Tabungan Negara. The research method used descriptive quantitaf. The data analysis technique used path analysis. The results of the study prove that simultaneously and partially incentives, motivation and work discipline have a significant effect on employee performance.

Keywords: Incentives, Motivation, Work Discipline, Employee Performance