ABSTRAK

Penelitian ini berjudul pengaruh motivasi dan insentif terhadap disiplin kerja yang berdampak pada kinerja karyawan tujuan penelitian ini adalah untuk mengetahui pengaruh motivasi dan insentif terhadap disiplin kerja yang berdampak pada kinerja karyawan di PT. Bio Klins Indonesia. Penelitian ini merupakan penelitian deskriptif kuantitatif. Populasi penelitian diambil sebanyak 75 responden dengan teknik sampel yang digunakan adalah sampel jenuh/ sensus, Data yang diambil dengan menggunakan kuisoner. Alat analisis yang digunakan adalah uji validitas dan reliabilitas, analisis jalur (path), koefisien determinasi (R^2), dan uji asumsi klasik dengan menggunakan program SPSS versi 20 for windows. Hasil uji Validitas menunjukan valid karena nila koefiesien korelasi (r) diatas 0,03. Dan uji reliabilitas menunjukan reliable karena r_{alpha} yang dihasilkan lebih besar atau sama dengan dari 0,60. Hasil Penelitian menunjukan bahwa motivasi berpengaruh signifikan terhadap kinerja karyawan sebesar 64.6 %, insentif berpengaruh signifikan terhadap kinerja karyawan sebesar 34.9 %, Disiplin kerja berpengaruh signifikan terhadap kinerja karyawan sebesar 19.2 %, motivasi berpengaruh signifikan terhadap disiplin kerja sebesar 30.9 %, insentif berpengaruh signifikan terhadap disiplin kerja sebesar 53.1 %, Motivasi dan insentif berpengaruh signifikan terhadap kinerja karyawan PT. Bio Klins Indonesia melalui disiplin kerja.

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

ABSTRACT

This study entitled the influence of motivation and incentives on work discipline that have an impact on employee performance. The purpose of this study is to determine the effect of motivation and incentives on work discipline that have an impact on employee performance at PT. Bio Klins Indonesia. This research is quantitative descriptive. The study population was taken as many as 75 respondents with the sample technique used was saturated samples / census, data taken using questionnaires. The analytical tool used is validity and reliability test, path analysis (path), determination coefficient (R2), and classic assumption test using SPSS version 20 for windows. Test results Validity is valid because the value of the correlation coefficient (r) is above 0.03. And reliability testing shows reliable because the generated ralpha is greater than or equal to 0.60. The results showed that motivation had a significant effect on employee performance by 64.6%, incentives had a significant effect on employee performance by 34.9%, work discipline had a significant effect on employee performance by 19.2%, motivation had a significant effect on work discipline by 30.9%, incentives had a significant effect on discipline work of 53.1%, motivation and incentives have a significant effect on the performance of employees of PT. Bio Klins Indonesia through work discipline.

Key words: Motivation, Incentives, Work Discipline, Employee Performance