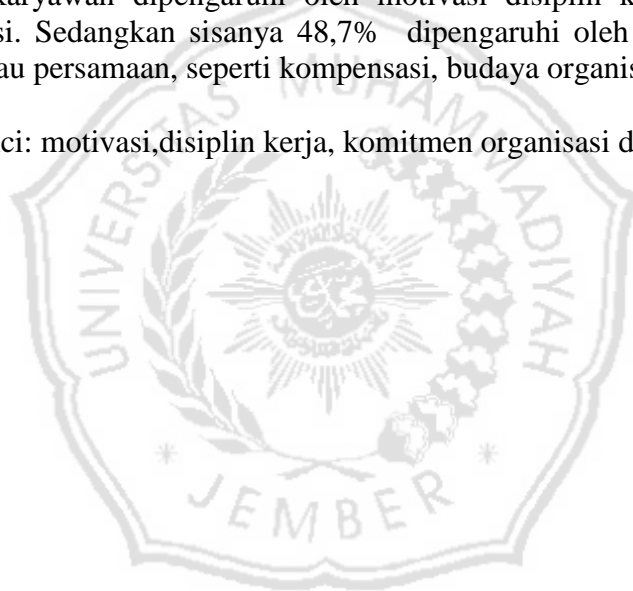


ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi disiplin kerja dan komitmen organisasi secara parsial terhadap Prestasi karyawan. Jenis penelitian deskriptif kuantitatif dengan desain penelitian kausal. Populasi didalam penelitian ini adalah seluruh karyawan PT Kantor Pos Kalibaru Banyuwangi. Sampel yang digunakan sebanyak 90 responden, menggunakan teknik *proporsional random sampling*. Hasil penelitian ini membuktikan bahwa motivasi disiplin kerja dan komitmen organisasi secara sensus sampling berpengaruh signifikan terhadap kinerja karyawan. Semua variabel independen memiliki nilai koefisien regresi positif, artinya semakin tinggi motivasi disiplin kerja dan komitmen organisasi maka kinerja karyawan akan semakin meningkat. Analisis koefisien determinasi menunjukkan bahwa bahwa 51,3% kinerja karyawan dipengaruhi oleh motivasi disiplin kerja dan komitmen organisasi. Sedangkan sisanya 48,7% dipengaruhi oleh variabel lain diluar model atau persamaan, seperti kompensasi, budaya organisasi dan lain - lain.

Kata kunci: motivasi, disiplin kerja, komitmen organisasi dan kinerja karyawan



ABSTRACT

This study aims to analyze the influence of motivation, work discipline and organizational commitment partially on employee achievement. Type of quantitative descriptive research with causal research design. The population in this study were all employees of PT Pos Kalibaru Banyuwangi. The sample used was 90 respondents, using proportional random sampling technique. The results of this study prove that motivation, work discipline and organizational commitment sensus sampling have a significant effect on employee performance. All independent variables have a positive regression coefficient, meaning that the higher the motivation work discipline and organizational commitment, the employee's performance will increase. The coefficient of determination analysis shows that 51,3% of employee performance is influenced by motivation, work discipline and organizational commitment. While the remaining 48,7% is influenced by other variables outside the model or equation, such as compensation, organizational culture and others.

Keywords: motivation, work discipline and organizational commitment towards employee achievement

