

## ABSTRAK

Faizin, Idrus. 2019. Skripsi. “**Pengaruh Disiplin Kerja dan Motivasi Terhadap Kinerja Pegawai di Kantor Pertanahan Kota Probolinggo**”. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan pada Kantor Pertanahan Kota Probolinggo dengan tujuan yang hendak dicapai untuk mengetahui pengaruh secara simultan dan parsial disiplin kerja dan motivasi terhadap kinerja pegawai di Kantor Pertanahan Kota Probolinggo, dan untuk mengetahui variabel manakah antara disiplin kerja dan motivasi yang berpengaruh dominan terhadap kinerja pegawai di Kantor Pertanahan Kota Probolinggo.

Penelitian ini dilakukan pada Kantor Pertanahan Kota Probolinggo terhadap 35 pegawai tetap sebagai sampel penelitian dari populasi 35 pegawai. Teknik pengambilan sampel yang digunakan adalah Sampling Jenuh dengan menggunakan metode pengumpulan data menggunakan dokumentasi, wawancara (wawancara), kuesioner. Pengujian data menggunakan SPSS 19.0 berupa uji validasi dan reliabilitas, analisis asumsi klasik, regresi berganda, determinasi dan uji hipotesis.

Hasil penelitian pada taraf signifikansi 5% menunjukkan bahwa ada hubungan signifikan antara disiplin kerja dan motivasi terhadap kinerja pegawai di Kantor Pertanahan Kota Probolinggo. Hasil perhitungan secara simultan dibuktikan dengan  $f_{hitung}$  lebih besar dibandingkan  $f_{tabel}$  yaitu sebesar  $F_{hitung} (19,297) > F_{tabel} (3,290)$ . Sedangkan secara parsial diperoleh Variabel  $X_1$  (Disiplin Kerja) diperoleh nilai  $t_{hitung} (4,019) > t_{tabel} (2,037)$  dengan nilai sig. = 0,000, Variabel  $X_2$  (Motivasi) diperoleh nilai  $t_{hitung} (2,525) > t_{tabel} (2,037)$  dan nilai sig. = 0,017. Dari persamaan regresi berganda diketahui bahwa Disiplin Kerja berpengaruh secara dominan terhadap Kinerja Pegawai yang dibuktikan *Standardized Coefficient Beta* = 0,531 dan sig. t = 0,000 lebih besar dari variabel Motivasi.

***Kata kunci: Disiplin Kerja, Motivasi, dan Kinerja Pegawai***

## **ABSTRACT**

*Faizin, Idrus. 2019. Thesis. "Influence of work discipline and motivation to the performance of employees in the land office of Probolinggo City". Management study Program, Faculty of Economics, Panca Marga University of Probolinggo.*

*This study was conducted at the Land Office of Probolinggo City with the aim to be achieved to know the simultaneous and partial influence of work discipline and motivation to the performance of employees in the Land Office of Probolinggo City, and to know which variables between work discipline and motivation are dominant influence on the performance of employees in the Land Office of Probolinggo City.*

*This research was conducted at the Land Office of Probolinggo City to 35 permanent employees as samples of research from the population of 35 employees. The sampling technique used is Sampling Saturation using the method of collecting data with documentation, interview (interview), questionnaire. Data testing using SPSS 19.0 is in the form of validation and reliability tests, classical assumption analysis, multiple regression, determinations and hypotheses testing.*

*The results of the research on the level of significance 5% indicate that there is a significant relationship between working discipline and the motivation to the performance of employees in the Land Office of Probolinggo City. The results of the calculations are simultaneously evidenced by the greater  $F_{count}$  than  $F_{table}$  i.e.  $F_{count}$  (19.297) >  $F_{table}$  (3.290). While partially acquired Variable  $X_1$  (Working Discipline) obtained the value of  $T_{count}$  (4.019) >  $T_{table}$  (2.037) with the value sig. = 0.000, variable  $X_2$  (Motivation) obtained the value of  $T_{count}$  (2.525) >  $T_{table}$  (2.037) and the value sig. = 0.017. From multiple regression equations it is known that the Work Discipline is dominant against the Proven Performance of employees Standardized Coefficient Beta = 0.531 and sig. t = 0.000 is greater than the Motivation variable.*

**Keywords: Work Discipline, Motivation, and Employee Performance.**