

ABSTRAK

Ade Putri Sandra (2022). Pengaruh Motivasi, Disiplin Kerja dan Profesionalisme Kerja Terhadap Kinerja Pegawai Pada Kantor Kementerian Pekerjaan Umum dan Perumahan Rakyat Balai Wilayah Sungai Maluku Utara. di bawah Bimbingan Nurlaila, SE., M.Si dan Zulaiha Husen, SE., M.AB

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh motivasi, disiplin kerja dan profesionalisme kerja secara parsial maupun simultan terhadap Kinerja Pegawai pada Kantor Kementerian Pekerjaan Umum dan Perumahan Rakyat Balai Wilayah Sungai Maluku Utara. Jenis penelitian ini adalah penelitian kuantitatif. Jumlah sampel dalam penelitian ini sebanyak 70 responden. Model analisis yang digunakan adalah analisis regresi linear berganda. Dengan teknik pengolahan data menggunakan SPSS 25.

Hasil penelitian menunjukkan bahwa: (1) Motivasi berpengaruh positif dan signifikan terhadap kinerja pegawai. (2) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. (3) profesionalisme kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. (4) secara simultan motivasi, disiplin kerja dan profesionalisme kerja berpengaruh terhadap kinerja pegawai.

Kata Kunci: Motivasi, Disiplin Kerja, Profesionalisme Kerja, Kinerja

ABSTRACT

Ade Putri Sandra (2022). *The Effect of Motivation, Work Discipline and Work Professionalism on Employee Performance at the Office of the Ministry of Public Works and Public Housing at the North Maluku River Region Hall. under the Guidance of Nurlaila, SE., M.Si and Zulaiha Husen, SE., M.AB*

The purpose of this study was to determine the effect of motivation, work discipline and work professionalism partially or simultaneously on employee performance at the Office of the Ministry of Public Works and Public Housing at the North Maluku River Region Hall. This type of research is quantitative research. The number of samples in this study were 70 respondents. The analytical model used is multiple linear regression analysis. With data processing techniques using SPSS 25.

The results showed that: (1) Motivation has a positive and significant effect on employee performance. (2) work discipline has a positive and significant effect on employee performance. (3) work professionalism has a positive and significant effect on employee performance. (4) simultaneously motivation, work discipline and work professionalism affect employee performance.

Keywords: Motivation, Work Discipline, Work Professionalism, Performance