

## **ABSTRACT**

**Sri Rahma Balgis, 2021. *The Effect of Work Motivation and Work Discipline on Employee Performance at PT. Bussan Auto Finance Ternate. Supervisor I: Nurlaila. Advisor II: Ruslan A. Thursday.***

*The aims of this study are: (1) To determine the effect of work motivation on employee performance at PT. Bussan Auto Finance Ternate; (2) To determine the effect of work discipline on employee performance of PT. Bussan Auto Finance Ternate; (3) To determine the effect of work motivation and work discipline together on the performance of employees of PT. Bussan Auto Finance Ternate. The number of samples in this study were 36 employees of PT. Bussan Auto Finance Ternate. The test tool used is multiple linear regression analysis (multiple regression) using SPSS Version 25 as a statistical test tool. The results of this study indicate that: (1) Work motivation partially has a significant effect on employee performance at PT. Bussan Auto Finance Ternate. (2) Work Discipline partially has no significant effect on Employee Performance of PT. Bussan Auto Finance Ternate. (3) Motivation and Work Discipline simultaneously have a positive and significant effect on employee performance at PT. Bussan Auto Finance Ternate.*

## **ABSTRAK**

**Sri Rahma Balgis, 2021. Pengaruh Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Bussan Auto Finance Ternate. Pembimbing I: Nurlaila. Pembimbing II: Ruslan A. Kamis.**

Tujuan penelitian ini adalah: (1) Untuk mengetahui pengaruh motivasi kerja terhadap Kinerja Karyawan PT. Bussan Auto Finance Ternate; (2) Untuk mengetahui pengaruh disiplin kerja terhadap Kinerja Karyawan PT. Bussan Auto Finance Ternate; (3) Untuk mengetahui pengaruh motivasi kerja dan disiplin kerja secara bersama-sama terhadap Kinerja Karyawan PT. Bussan Auto Finance Ternate. Jumlah sampel pada penelitian ini sebanyak 36 orang Karyawan PT. Bussan Auto Finance Ternate. Alat uji yang digunakan adalah analisis regresi linear berganda (multiple regression) dengan menggunakan SPSS Versi 25 sebagai alat uji statistik. Hasil penelitian ini menunjukkan bahwa: (1) Motivasi Kerja secara parsial berpengaruh signifikan terhadap Kinerja Karyawan PT. Bussan Auto Finance Ternate. (2) Disiplin Kerja secara parsial tidak berpengaruh signifikan terhadap Kinerja Karyawan PT. Bussan Auto Finance Ternate. (3) Motivasi dan Disiplin Kerja secara simultan berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT. Bussan Auto Finance Ternate.