

***The influence of Job Satisfaction, Motivation and Work Discipline On
Employee Performance (Studies in the Bureau of Finance and the State
Property of the Ministry of Agriculture On The Pandemic Covid-19)***

By Fandi

Abstract

Research the quantitative research was conducted to determine the influence of job satisfaction, motivation and work discipline on the performance of employees of the Bureau of Finance and the State Property of the Ministry of Agriculture. The population conducted in this study are employees of the Bureau of Finance and the State Property of the Ministry of Agriculture in the year 2021. The sample is done by using non-probability sampling method, and the technique used is purposive sampling. Sources of information in this research is obtained by spreading the questionnaire on the 78 respondents were employees of the Bureau of Finance and the State Property of the Ministry of Agriculture. Hypothesis testing and the analysis used is descriptive analysis and inferential, the application of information processing data wear PLS 3.3 with a level of significance of 5%. The results of this research are (1) job satisfaction has a significant influence on employee performance. (2) motivation has a significant influence on employee performance. (3) the discipline of work has influence signifikanterhadap employee performance.

Keywords : *employee performance, job satisfaction, motivation, and work discipline.*

Pengaruh Kepuasan Kerja, Motivasi dan Disiplin Kerja Terhadap Kinerja Pegawai (Studi di Biro Keuangan dan Barang Milik Negara Kementerian Pertanian Pada Masa Pandemi *Covid-19*)

Oleh Fandi

Abstrak

Riset kuantitatif penelitian ini dilakukan untuk mengetahui pengaruh kepuasan kerja, motivasi dan disiplin kerja terhadap kinerja pegawai Biro Keuangan dan Barang Milik Negara Kementerian Pertanian. Populasi yang dilakukan pada penelitian ini merupakan pegawai Biro Keuangan dan Barang Milik Negara Kementerian Pertanian pada tahun 2021. Sampel dilakukan dengan menggunakan metode non probability sampling, dan teknik yang digunakan yaitu purposive sampling. Sumber informasi dalam riset ini diperoleh dengan menyebar kuesioner pada 78 responden pegawai Biro Keuangan dan Barang Milik Negara Kementerian Pertanian. Pengujian hipotesis dan analisis yang digunakan yaitu analisis deskriptif serta inferensial, aplikasi pengolahan informasi data memakai PLS 3.3 dengan taraf signifikansi 5%. Hasil dari riset ini yaitu (1) kepuasan kerja memiliki pengaruh yang signifikan terhadap kinerja pegawai. (2) motivasi memiliki pengaruh yang signifikan terhadap kinerja pegawai. (3) disiplin kerja memiliki pengaruh yang signifikan terhadap kinerja pegawai.

Kata kunci : disiplin kerja, kepuasan kerja, kinerja pegawai, dan motivasi.