

**PENGARUH DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP  
KINERJA KARYAWAN DI MASA PANDEMI COVID-19**

**(Studi Kasus Pada Sub. Perbendaharaan dan Pembiayaan Kementerian  
Pendidikan dan Kebudayaan)**

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**Abstrak**

Penelitian ini merupakan kuantitatif memiliki tujuan untuk mencari pengaruh Disiplin Kerja dan Motivasi Kerja pada Kinerja Karyawan. Penelitian menggunakan pegawai kementerian Pendidikan dan kebudayaan Biro Keuangan Sub. Pembiayaan dan Perbendaharaan dengan sampel populasi 50 orang responden karyawan tetap. Dan dalam pengujian dan olah data peneliti memakai aplikasi SmartPLS 3.0. Hasil dari pengujian diperoleh (1) Disiplin Kerja memiliki pengaruh positif signifikan terhadap Kinerja Karyawan selama masa pandemic, dan (2) Motivasi Kerja mempunyai pengaruh positif signifikan terhadap Kinerja Karyawan selama masa pandemic.

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

***EFFECT OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE  
PERFORMANCE DURING COVID-19 PANDEMIC***

***(Case Study on Treasury and Financing of the Ministry of Education and Culture)***

**By Riesta Athina Rahma**

***Abstract***

*This study is a quantitative study that aims to determine the effect of work discipline and work motivation on employee performance. This study uses employees of the Ministry of Education and Culture of the Finance Bureau Sub. Financing and Treasury with a population sample of 50 permanent employees as respondents. And in testing and processing data, researchers use the SmartPLS 3.0 application. The results of the test obtained (1) Work Discipline has a significant positive effect on Employee Performance during the pandemic, and (2) Work Motivation has a significant positive effect on Employee Performance during the pandemic.*

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