

***The Influencet of Work Discipline, Work Ability, and Work
Motivation on Employee Performance (Case Study in Operator of
Production Departement PT UTAC Manufacturing Services
Indonesia)***

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Abstract

This research is using quantitative study aimed to know the influence of work discipline, work ability and work motivation on operator employee performance of production department PT UTAC Manufacturing Services Indonesia. The population is all operator employees of production departement PT UTAC Manufacturing Services Indonesia with a total of 189 employees. The number of samples used in this study was 65 operator employees using slovin sampling with the probability sampling method and the type of random sampling. Data collection is used through distributing questionnaires. The data analysis technique used is the Partial Least Square (PLS) method. The test result of this study are (1) work discipline has significant and positive effect on employee performance, (2) work ability has a significant and positive effect on employee performance, (3) and work motivation has a significant and positive effect on employee performance of operator on production departement PT UTAC Manufacturing Services Indonesia (4) work discipline, work ability, and work motivation simultaneously effect on employee performance of operator on production departement PT UTAC Manufacturing Services Indonesia.

Keywords: work discipline, work ability, work motivation and employee performance

**Pengaruh Disiplin Kerja, Kemampuan Kerja, dan Motivasi Kerja
terhadap Kinerja Karyawan (Studi Kasus pada Bagian Operator
Departemen Produksi PT UTAC Manufacturing Services
Indonesia)**

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh disiplin kerja, kemampuan kerja, dan motivasi kerja terhadap kinerja karyawan operator departemen produksi PT UTAC Manufacturing Services Indonesia. Populasinya adalah seluruh karyawan bagian operator PT UTAC Manufacturing Services Indonesia. Populasinya adalah seluruh karyawan bagian operator berjumlah 189 karyawan. Jumlah sampel yang digunakan pada penelitian ini sebanyak 65 karyawan operator dengan penggunaan *slovin sampling* serta menggunakan metode *probability sampling* dengan jenis *random sampling*. Pengumpulan data dilakukan melalui penyebaran kuesioner. Teknik analisis data yang digunakan yaitu statistik *Partial Least Square* (PLS). Hasil pengujian dari penelitian ini yaitu (1) disiplin kerja berpengaruh signifikan dan positif terhadap kinerja karyawan, (2) kemampuan kerja berpengaruh signifikan dan positif terhadap kinerja karyawan, (3) motivasi kerja berpengaruh signifikan dan positif terhadap kinerja karyawan bagian operator departemen produksi PT UTAC Manufacturing Services Indonesia (4) disiplin kerja, kemampuan kerja dan motivasi kerja secara simultan berpengaruh terhadap kinerja karyawan bagian operator departemen produksi PT UTAC Manufacturing Services Indonesia.

Kata Kunci: Disiplin Kerja, Kemampuan Kerja, Motivasi Kerja dan Kinerja Karyawan