

***Employee Discipline with Motivation as a Moderation Variable in the Secretariat of the Directorate General of Islamic Community Guidance of the Ministry of Religious Affairs of the Republic of Indonesia***

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***Abstract***

*This research aims to analyze the influence of supervision and leadership style on employee discipline, with motivation as a moderating variable. The research method uses a quantitative approach with data collection techniques via a Google Form questionnaire which is distributed to employees in the Secretariat Section. The data analysis technique was carried out using descriptive and inferential data analysis which was processed using SmartPLS 4.0. The sample for this research was 73 employees in the Secretariat Section of the Directorate General of Islamic Community Guidance, Ministry of Religion of the Republic of Indonesia, who were selected using the probability sampling method. The results of testing this research are that (1) supervision has a significant effect on employee discipline, (2) leadership style has a significant effect on employee discipline, (3) supervision has no significant effect on employee discipline which is moderated by motivation and (4) leadership style has no effect significant impact on employee discipline which is moderated by motivation. It is hoped that the practical implications of this research finding can contribute to improving human resource management, especially in increasing the effectiveness of supervision and leadership to encourage employee discipline.*

***Keywords:*** *Supervision, Leadership Style, Employee Discipline, Motivation, Directorate General of Islamic Community Guidance, Indonesian Ministry of Religion*

# **Disiplin Pegawai Dengan Motivasi Sebagai Variabel Moderasi Pada Bagian Sekretariat Direktorat Jenderal Bimbingan Masyarakat Islam Kementerian Agama RI**

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## **Abstrak**

Penelitian ini bertujuan untuk menganalisis pengaruh pengawasan dan gaya kepemimpinan terhadap disiplin pegawai, dengan motivasi sebagai variabel moderasi. Metode penelitian menggunakan pendekatan kuantitatif dengan teknik pengumpulan data melalui kuesioner *google form* yang disebarakan kepada pegawai di Bagian Sekretariat. Teknik analisis data dilakukan dengan menggunakan analisis data deskriptif dan inferensial yang diolah menggunakan *SmartPLS 4.0*. Sampel penelitian ini sebanyak 73 pegawai pada Bagian Sekretariat Direktorat Jenderal Bimbingan Masyarakat Islam Kementerian Agama RI yang dipilih menggunakan metode *probability sampling*. Hasil dari pengujian terhadap penelitian ini ialah diperoleh (1) pengawasan berpengaruh signifikan terhadap disiplin pegawai, (2) gaya kepemimpinan berpengaruh signifikan terhadap disiplin pegawai, (3) pengawasan yang dimoderasi motivasi tidak berpengaruh signifikan terhadap disiplin pegawai dan (4) gaya kepemimpinan yang dimoderasi motivasi berpengaruh signifikan terhadap disiplin pegawai. Implikasi praktis dari temuan penelitian ini diharapkan dapat memberikan kontribusi bagi perbaikan manajemen sumber daya manusia, khususnya dalam meningkatkan efektivitas pengawasan dan kepemimpinan untuk mendorong disiplin pegawai.

**Kata Kunci:** Pengawasan, Gaya Kepemimpinan, Disiplin Pegawai, Motivasi, Direktorat Jenderal Bimbingan Masyarakat Islam, Kementerian Agama RI.