

## ABSTRAK

**Rinaldi Siregar, NIM 7103210053 “Pengaruh Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Pada Kantor Pos Medan 20000” Skripsi Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan Tahun 2014.**

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh disiplin kerja dan motivasi kerja terhadap kinerja karyawan Kantor Pos Medan 20000. Penelitian ini dilakukan di Kantor Pos Medan 20000 dengan populasi 337 karyawan, dan sampel berjumlah 77 karyawan. Teknik pengumpulan data yang digunakan adalah melalui kuesioner yang diolah secara statistik dengan menggunakan metode Analisis Regresi Berganda dengan persamaan  $Y = a + b_1X_1 + b_2X_2 + e$ .

Setelah data dianalisis dengan bantuan *SPSS 20.00 for windows*, maka diperoleh persamaan analisis regresi berganda  $Y = 4,855 + 0,243X_1 + 0,208X_2 + 1,846$ . Untuk menguji hipotesis secara keseluruhan digunakan uji F, maka  $F_{hitung} = 24,684$  dan  $F_{tabel} = 3,12$ . Jika  $F_{hitung} > F_{tabel}$ , maka  $H_a$  diterima. Artinya terdapat pengaruh positif antara disiplin kerja dan motivasi kerja secara simultan terhadap kinerja karyawan di Kantor Pos Medan 20000.

Pengaruh parsial nilai uji T variabel disiplin kerja,  $T_{hitung} = 4,941$  dan  $T_{tabel} = 1,665$ . Jika  $T_{hitung} > T_{tabel}$ , maka  $H_a$  diterima. Artinya terdapat pengaruh positif antara variabel disiplin kerja terhadap kinerja karyawan secara parsial di Kantor Pos Medan 20000.

Nilai T untuk variabel motivasi kerja,  $t_{hitung} = 3,931$  dan  $t_{tabel} = 1,665$ . Jika  $t_{hitung} > t_{tabel}$ , maka  $H_a$  diterima. Artinya terdapat pengaruh positif antara motivasi kerja terhadap kinerja karyawan secara parsial di Kantor Pos Medan 20000.

Kata kunci: disiplin kerja, motivasi kerja, kinerja karyawan.

## ABSTRACT

**Rinaldi Siregar, NIM 7103210053 "Influence of Work Discipline and Work Motivation on Employee Performance PT. Pos Indonesia (Persero) at Kantor Pos Medan 20000" Thesis Department of Management Faculty of Economics University of Medan in 2014.**

This study purpose to know how the effect of labor discipline and motivation on employee performance at Kantor Pos Medan 20000 with a population of 337 employees, and the sample amounted to 77 employees. Collection of data's techniques used were through questionnaires statistically processed using the method of Multiple Regression Analysis with the equation  $Y = a + b_1X_1 + b_2X_2 + e$

After the data were analyzed using SPSS for windows 20.00, the obtained multiple regression analysis equation  $Y = 4.855 + 0,243X_1 + 0,208X_2 + 1.846$ . To test the overall hypothesis used the F test,  $F_{hitung} = 24,684$  and  $F_{tabel} = 3.12$ . If  $F_{hitung} > F_{tabel}$ ,  $H_a$  is accepted. This means that there is positive between labor discipline and motivation to work simultaneously on the performance of employees in Kantor Pos Medan 20000.

The influence of the partial value of the variable T test work discipline,  $T_{hitung} = 4,941$  and  $T_{tabel} = 1,665$ . If  $T_{hitung} > T_{tabel}$ ,  $H_a$  is accepted. This means that there is positive between labor discipline to work simultaneously on the performance of employees in Kantor Pos Medan 20000.

Values of T for the variables of work motivation,  $t_{hitung} = 3.931$  and  $t_{tabel} = 1.665$ . If  $t_{hitung} > t_{tabel}$ , then  $H_a$  is accepted. This means that there is positive between work motivation to work simultaneously on the performance of employees in Kantor Pos Medan 20000.

Keywords : work discipline, work motivation, employee performance.