

ABSTRAK

Penelitian ini bertujuan untuk menjelaskan apakah variabel Motivasi dan Disiplin Kerja berpengaruh secara signifikan terhadap Kinerja Karyawan Fakultas Bahasa dan Seni UNY serta untuk mengetahui variabel manakah yang berpengaruh secara dominan diantara dua variabel Motivasi Kerja dan Disiplin Kerja terhadap kinerja karyawan Fakultas Bahasa dan Seni UNY. Teknik Sampling menggunakan rumus Slovin dari populasi sejumlah 50 karyawan diambil sampel sebanyak 44 orang. Metode pengumpulan data yang digunakan adalah memberikan kuesioner kepada karyawan Fakultas Bahasa dan Seni UNY. Data dianalisis dengan menggunakan Metode Kualitatif dan Metode Kuantitatif yang menggunakan lima rumus yaitu Uji Asumsi Klasik, Analisa Regresi Berganda, Uji T-test, Uji F serta Uji Koefisien Determinasi (R²) dengan bantuan software SPSS 20.0 for windows. Hasil penelitian menunjukkan bahwa secara parsial Motivasi kerja tidak berpengaruh signifikan terhadap Kinerja Karyawan Fakultas Bahasa dan Seni UNY. Variabel Motivasi Kerja dan Disiplin Kerja secara simultan mempunyai hubungan yang signifikan terhadap kinerja karyawan Fakultas Bahasa dan Seni UNY.

Kata Kunci : Motivasi Kerja, Disiplin Kerja dan Kinerja Karyawan

ABSTRACT

Effect of Motivation and Job Satisfaction on Employee Performance Faculty of Language and Art UNY

This study aimed to clarify whether the motivation and discipline variables significantly influence employee performance Faculty of Language and Art UNY and to know which variables that have dominant influence between the two variables Work Motivation and Job Satisfaction on employee performance Faculty of Language and Art UNY. Sampling techniques using purposive sampling method is to choose directly the entire staff of about 30 people. Data collection methods used are giving questionnaires to employees of the Faculty of Language and Art UNY. Data were analyzed by using Method Qualitative and Quantitative Methods that use formulas that five Regression Analysis, Correlation Analysis, Test T-test, test F and test the coefficient of determination (R^2) with SPSS 16.0 for Windows. The results showed that the partial job satisfaction significantly influence employee performance Faculty of Language and Art UNY. Variables Job Satisfaction and Work Motivation no significant relationship to the performance of the employees of the Faculty of Language and Art UNY. Correlation or relationship between Work Motivation and Job Satisfaction with Employee Performance Faculty of Language and Art UNY is moderate.

Keywords: Job Satisfaction, Work Motivation and Employee Performance