

## ABSTRAK

Siti Nur Fatimah, 2022

:Motivasi Kerja, Insentif, dan Disiplin Kerja Terhadap Kinerja Karyawan CV. Asli Motor III Tanjung Balai Karimun Tim Promotor: Roni Kurniawan, S.sos., M.Si dan Akhirman, S.Sos., MM

Penelitian ini bertujuan untuk menjelaskan Motivasi Kerja, Insentif, Dan Disiplin Kerja Terhadap Kinerja Karyawan. Populasi didalam penelitian adalah 32 orang karyawan CV. Asli Motor III Tanjung Balai Karimun. Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 32 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan realibilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Motivasi Kerja (X1), Insentif (X2), dan Disiplin Kerja (X3) berpengaruh signifikan terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai  $F_{hitung}$  11.208 dengan nilai  $F_{tabel}$  2,947 mengidentifikasi bahwa variabel Motivasi Kerja, Insentif, dan Disiplin Kerja secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan Uji koefisien determinasi, sekitar 49,7% variabel Kinerja Karyawan dipengaruhi oleh variabel Motivasi Kerja, Insentif, dan Disiplin Kerja. Sisanya 50,3% dipengaruhi oleh faktor lainnya yang tidak dijelaskan dalam penelitian ini.

**Kata Kunci** : Motivasi Kerja, Insentif Dan Disiplin Kerja Terhadap Kinerja Karyawan.

## ABSTRACT

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: *Work Motivation, Incentive, and Work Discipline Against Employee Performance CV. Motorcycle original III Tanjung Balai Karimun Promote Team: RoniKurniawan, S.sos., M.Si and Akhirman, S.Sos., MM.*

*This study aims to explain the work motivation, incentive, and work discipline on employee performance. The population in the study were 32 employees CV Motorcycle Original III Tanjung Balai Karimun. Sampling with the saturated technique, the number of samples as many as 32 employees. This type of research is quantitative research. In the questionnaire, validity and reliability tests were carried out. Data were analyzed using multiple linear regression analysis, including t test, F test and coefficient of determination. The results showed that partially the variables of the Work Motivation (X1), Incentive (X2), and Work Discipline (X3) had a significant effect on employee performance (Y). The results of the F test obtained that the calculated F value is 11.208 with an F table value of 2.947 identifying that the variables of the Work Motivation, Incentive, and Work Discipline simultaneously have a significant effect on the employee performance variable (Y). Based on the coefficient of determination test, about 49.7% of the Employee Performance variables are influenced by the variables of the Work Motivation, Incentive, and Work Discipline The remaining 50.3% was influenced by other factors not described in this study.*

**Keywords:** *Work Motivation, Incentive and Work Discipline Against Employee Performance.*