

## ABSTRAK

Iqbal Aziz, 2024: Pengaruh Motivasi Kerja, Budaya Kerja, dan Disiplin Kerja Terhadap Kinerja Karyawan di PT Pelindo (Persero) Regional I Cabang Tanjungpinang. Tim Promotor : Firmansyah Kusasi, ST., MBA dan Abdul Jalal, SE, M.Si

Penelitian ini bertujuan untuk menjelaskan Motivasi Kerja, Budaya Kerja, dan Disiplin Kerja Terhadap Kinerja Karyawan. Populasi didalam penelitian ini adalah 31 orang karyawan Di PT Pelindo (Persero) Regional I Cabang Tanjungpinang. Pengambilan sampel dengan Teknik Sampling Jenuh, dimana semua populasi dalam penelitian ini dijadikan sampel. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan reliabilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Motivasi Kerja ( $X_1$ ), Budaya Kerja ( $X_2$ ), Disiplin Kerja ( $X_3$ ) terhadap Kinerja Karyawan ( $Y$ ). Hasil uji F diperoleh nilai  $F_{hitung}$  16.952 dengan nilai  $F_{tabel}$  2.730 mengidentifikasi bahwa variabel Motivasi Kerja ( $X_1$ ), Budaya Kerja ( $X_2$ ), Disiplin Kerja ( $X_3$ ) secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan ( $Y$ ). Berdasarkan uji koefisien determinasi, sekitar 65,3% variabel Kinerja Karyawan dipengaruhi oleh variabel Motivasi Kerja, Budaya Kerja, dan Disiplin Kerja, sisanya 34,7% dipengaruhi oleh variabel lain yang tidak termasuk dalam penelitian ini.

**Kata Kunci:** Motivasi Kerja, Budaya Kerja, Disiplin Kerja, dan Kinerja Karyawan



## **ABSTRACT**

*Iqbal Aziz, 2024: The Influence of Work Motivation, Work Culture and Work Discipline on Employee Performance at PT Pelindo (Persero) Regional I Tanjungpinang Branch. Promoter Team: Firmansyah Kusasi, ST., MBA and Abdul Jalal, SE, M.Si*

*This study aims to explain work motivation, work culture and work discipline on employee performance. The population in this study were 31 employees at PT Pelindo (Persero) Regional I Tanjungpinang Branch. Sampling was taken using the Saturated Sampling Technique, where all the population in this study was sampled. This type of research is quantitative research. The questionnaire was tested for validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test, and coefficient of determination. The research results show that partially the variables Work Motivation (X1), Work Culture (X2), Work Discipline (X3) affect Employee Performance (Y). The results of the F test obtained an Fcount value of 16,952 with an Ftable value of 2,730, identifying that the variables Work Motivation (X1), Work Culture (X2), Work Discipline (X3) simultaneously had a significant effect on the Employee Performance variable (Y). Based on the coefficient of determination test, around 65.3% of the Employee Performance variable is influenced by the Work Motivation, Work Culture and Work Discipline variables, the remaining 34.7% is influenced by other variables not included in this research.*

**Keywords:** *Work Motivation, Work Culture, Work Discipline, and Employee Performance*