

ABSTRAK

Judul Penelitian : Pengaruh Disiplin Kerja, Kepuasan Kerja, dan Motivasi Terhadap Kinerja Karyawan Billman Pada PT. PLN Electricity Services ULP Kediri Kota

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Abstraksi

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, kepuasan kerja, dan motivasi terhadap kinerja karyawan billman pada PT. PLN Electricity Services ULP Kediri Kota. Metode penelitian yang digunakan adalah kuantitatif dengan pendekatan regresi linier berganda. Populasi penelitian ini adalah seluruh karyawan billman PT. PLN Electricity Services ULP Kediri Kota yang berjumlah 33 orang, dan seluruh populasi dijadikan sampel (sampling jenuh). Data dikumpulkan melalui kuesioner yang disebarkan kepada responden. Hasil analisis menunjukkan bahwa secara parsial, disiplin kerja berpengaruh negatif dan tidak signifikan terhadap kinerja karyawan. Sebaliknya, kepuasan kerja dan motivasi secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan. Lebih lanjut, secara simultan, disiplin kerja, kepuasan kerja, dan motivasi secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan billman pada PT. PLN Electricity Services ULP Kediri Kota. Koefisien determinasi (R^2) sebesar 0,786 menunjukkan bahwa 78,6% kinerja karyawan dapat dijelaskan oleh ketiga variabel independen tersebut, sementara sisanya dipengaruhi oleh faktor lain di luar variabel penelitian.

Kata kunci : Disiplin Kerja, Kepuasan Kerja, Motivasi, Kinerja Karyawan, Billman.

ABSTRACT

Research Title : ***The Influence of Work Discipline, Job Satisfaction, and Motivation on the Performance of Billman Employee at PT. PLN Electricity Services ULP Kediri City***

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Abstract

This research aims to analyze the influence of work discipline, job satisfaction, and motivation on the performance of billman employees at PT. PLN Electricity Services ULP Kediri City. The research method used is quantitative with a multiple linear regression approach. The population of this study consists of all billman employees at PT. PLN Electricity Services ULP Kediri City, totaling 33 individuals, and the entire population is used as a sample (saturated sampling). Data were collected through questionnaires distributed to respondents. The analysis results indicate that, partially, work discipline has a negative and insignificant effect on employee performance. Conversely, job satisfaction and motivation have a positive and significant effect on employee performance, both partially. Furthermore, simultaneously, work discipline, job satisfaction, and motivation collectively have a positive and significant effect on the performance of billman employees at PT. PLN Electricity Services ULP Kediri City. The coefficient of determination (R^2) of 0.786 indicates that 78.6% of employee performance can be explained by these three independent variables, while the remaining percentage is influenced by other factors outside the research variables.

Keywords: ***Work Discipline, Job Satisfaction, Motivation, Employee Performance, Billman.***