

## **ABSTRACT**

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### **THE EFFECT OF DISCIPLINE AND MOTIVATION TOWARDS EMPLOYEE PERFORMANCE AT PT MAHASANIA, MEDAN**

(xvi +89 pages; 6 figure; 32 tables; 8 appendices)

PT Mahasania is a company engaged in outsourcing by distributing security guards to various companies in need. Duration of research estimated January 2022 to April 2022. In the distribution of security personnel, even though they have received good training and education, the company still receives complaints from other companies at the employee distribution locations because of employee performance.

At present the work discipline of employees at PT Mahasania is considered to be still not good because mistakes are found in work that still often occur. In the current work motivation of employees, employees tend not to have good work motivation. Employees are less motivated in carrying out their work because they judge that the compensation received from the company is not appropriate in improving their welfare at work.

Quantitative research with descriptive and causal studies was used to analyze sample of 45 employees from PT Mahasania which taken from several departments namely accounting, marketing, services and human resources. The respondents were employees of PT Mahasania which were taken using non-probability sampling with saturated sampling.

The distribution of the questionnaires has passed the validity and reliability tests. The tested data also passed the normality test, multicollinearity test, heteroscedasticity, and multiple linear regression test. From the hypothesis test with the results of the F test ( $16,355 > 2.83$ ) with determination test result 41.1% that discipline and motivation simultaneously affect employee performance at PT Mahasania.

As for suggestions from the author, leaders in the company need to apply a fair attitude to employees both in the division of labor, distribution of directions and giving salaries that are in accordance with their work so that employees are comfortable at work. Companies need to develop employee initiatives at work such as holding meetings and asking employees for ideas and suggestions that can be given in developing new recruitment models, new marketing models and other things that demand ideas from employees in taking initiatives at work.

**Keywords: discipline, motivation, and employee performance**

References: 28 (2017-2021)

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### **DAMPAK DISIPLIN DAN MOTIVASI TERHADAP KINERJA KARYAWAN DI PT MAHASANIA, MEDAN**

*(xvi+87 halaman; 6 gambar; 32 tabel; 8 lampiran)*

*PT Mahasania merupakan perusahaan yang bergerak dibidang outsourcing dengan mendistribusikan satpam ke berbagai perusahaan yang membutuhkan. Durasi penelitian pada Januari 2022 hingga April 2022. Dalam pendistribusian tenaga keamanan, meskipun telah mendapatkan pelatihan dan pendidikan yang baik, perusahaan tetap menerima keluhan dari perusahaan lain di lokasi pendistribusian karyawan karena kinerja karyawan.*

*Saat ini disiplin kerja karyawan di PT Mahasania dinilai masih kurang baik karena ditemukan kesalahan dalam bekerja yang masih sering terjadi. Dalam motivasi kerja karyawan saat ini, karyawan cenderung tidak memiliki motivasi kerja yang baik. Karyawan kurang termotivasi dalam melaksanakan pekerjaannya karena menilai kompensasi yang diterima dari perusahaan dirasa kurang tepat dalam meningkatkan kesejahteraannya dalam bekerja.*

*Penelitian kuantitatif dengan studi deskriptif dan kausal digunakan untuk menganalisis sampel sebanyak 45 karyawan dari PT Mahasania yang diambil dari beberapa departemen. Responden diambil dengan menggunakan nonprobability sampling dengan sampling jenuh.*

*Penyebaran kuesioner yang dilakukan telah melewati uji validitas dan reliabilitas. Data yang diuji juga lolos uji normalitas, uji multikolinearitas, heteroskedastisitas, dan uji regresi linier berganda. Dari uji hipotesis dengan hasil uji  $F (16.355 > 2.83)$  dan hasil uji determinasi 41,1% bahwa disiplin dan motivasi secara simultan berpengaruh terhadap kinerja karyawan pada PT Mahasania.*

*Adapun saran dari penulis, pimpinan di perusahaan perlu menerapkan sikap adil kepada karyawan baik dalam pembagian kerja, pembagian arahan maupun pemberian gaji yang sesuai dengan pekerjaannya agar karyawan nyaman dalam bekerja. Perusahaan perlu mengembangkan inisiatif karyawan dalam bekerja seperti dengan mengadakan pertemuan dan meminta masukan karyawan atas ide dan saran yang dapat diberikan*

**Kata kunci:** *disiplin, motivasi dan kinerja karyawan*

**Referensi:** 28 (2017-2021)