

## ABSTRAK

Dalam penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Motivasi Kerja, Disiplin Kerja dan Komitmen Organisasi terhadap Kinerja Karyawan CV Sumber Rejeki. Pendekatan yang digunakan dalam penelitian ini yaitu menggunakan pendekatan kuantitatif. Populasi adalah karyawan bagian produksi CV Sumber Rejeki yang berjumlah 35 orang. Sampel penelitian ditentukan dengan menggunakan teknik sampling jenuh. Semua populasi sebagai sampel yaitu 35 orang. Sumber data penelitian diperoleh dengan cara menyebarkan kuesioner kepada seluruh responden untuk memperoleh data dan informasi yang dibutuhkan. Penelitian ini menggunakan teknik Analisis Linier Berganda program SPSS versi 23 dengan tujuan untuk mengetahui seberapa besar pengaruh variabel Motivasi Kerja, Disiplin Kerja dan Komitmen Organisasi terhadap Kinerja Karyawan. Berdasarkan hasil penelitian menunjukkan bahwa variabel Motivasi Kerja berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan, sedangkan Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan dan Komitmen Organisasi berpengaruh positif dan tidak signifikan terhadap Kinerja Karyawan.

Kata Kunci : motivasi kerja, disiplin kerja, komitmen organisasi dan kinerjakaryawan

## ABSTRACT

This research aimed to find out how the effect of work motivation, work discipline, and organizational commitment on employees' performance in CV. Sumber Rejeki. Moreover, the research was quantitative. The population was employees in the production department of CV. Sumber Rejeki, which consisted of 35 people. Furthermore, the data collection technique used saturated sampling. In line with that, the sample was all number of population; 35 samples. Additionally, the instrument in the data collection technique used questionnaires which were distributed to all respondents; in order to gain data and information needed. In addition, the data analysis technique used multiple linear analysis with SPSS 23. This technique was used to find out how the effect of work motivation, work discipline, and organizational commitment on employees' performance. The research result concluded that work motivation had a positive but insignificant effect on employees' performance. On the other hand, work discipline had a positive and significant effect on employees' performance. In contrast, the organizational commitment had a positive but insignificant effect on employees' performance.

**Keyword:** Work Motivation, Work Discipline, Organizational Commitment, Employees' Performance



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