

“PENGARUH MOTIVASI KERJA, DISIPLIN KERJA, DAN KEPUASAN
KERJA TERHADAP KINERJA KARYAWAN DI
AGHARA COFFEE ROASTER”

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ABSTRAK

Penelitian ini mengetahui bagaimana motivasi kerja, disiplin kerja, dan kepuasan kerja memengaruhi kinerja karyawan Aghara *Coffee Roaster*. Penelitian ini bersifat kuantitatif. Studi ini mengambil sampel 30 orang. Data dianalisis menggunakan regresi linier berganda. Hasil uji hipotesis t menunjukkan bahwa motivasi kerja, disiplin kerja, dan kepuasan kerja secara signifikan memengaruhi kinerja karyawan (nilai t masing-masing 3,797, 2,303, dan 0,030/0,05). Uji hipotesis F menunjukkan bahwa motivasi kerja, disiplin kerja, dan kepuasan kerja memengaruhi kinerja karyawan, dengan nilai F hitung $28,508 > F$ tabel 2,975 dan nilai signifikansi $0,000 < 0,05$. Nilai Adjusted R-Square sebesar 0,740 menunjukkan bahwa 74% motivasi kerja, disiplin kerja, dan kepuasan kerja memengaruhi kinerja karyawan, sedangkan 26% dipengaruhi oleh variabel yang tidak diteliti.

Kata Kunci: Motivasi Kerja, Disiplin Kerja, Kepuasan Kerja, Kinerja Karyawan

“THE EFFECT OF WORK MOTIVATION, WORK DISCIPLINE, AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT AGHARA COFFEE ROASTER”

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ABSTRACK

This study examines how work motivation, discipline, and satisfaction affect Aghara Coffee Roaster employee performance. This research is quantitative. The study sampled 30 people. Data was analysed using multiple linear regression. The t hypothesis test results indicate that work motivation, work discipline, and job satisfaction significantly impact employee performance (t values of 3.797, 2.303, and 0.030/0.05, respectively). The F hypothesis test indicates that work motivation, discipline, and job satisfaction impact employee performance, with a F count value of 28.508 > F table 2.975 and a significance value of 0.000 < 0.05. The Adjusted R-Square value of 0.740 shows that 74% of work motivation, discipline, and job satisfaction affect employee performance, while 26% is influenced by variables not studied.

Keywords: Work Motivation, Work Discipline, Job Satisfaction, Employee Performance