

PENGARUH MOTIVASI DAN SISTEM PENGAWASAN KERJA TERHADAP DISIPLIN KERJA SERTA KINERJA TENAGA KEPENDIDIKAN DI UNIVERSITAS WIDYA DHARMA KLATEN

ABSTRAK

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Penelitian ini bertujuan untuk mengetahui pengaruh motivasi terhadap disiplin kerja serta kinerja tenaga kependidikan di Universitas Widya Dharma Klaten. Adapun subjek penelitian ini melibatkan 67 responden, yang berasal dari para tenaga kependidikan di universitas widya dharma. Penelitian ini merupakan penelitian *explanatory*, yang memberikan penjelasan hubungan kausal antara variabel melalui pengujian hipotesis sekaligus melakukan eksplanasi. Metode analisis yang digunakan dalam penelitian ini adalah analisis deskriptif, analisis regresi linier berganda dan analisis jalur (*path analysis*) dengan menggunakan program SPSS 19.0. Metode analisa dalam penelitian ini menggunakan regresi linier. Hasil penelitian ini menunjukkan bahwa variabel Motivasi Kerja mempunyai pengaruh positif dan signifikan terhadap Disiplin Kerja Pegawai tenaga kependidikan di Universitas Widya Dharma Klaten (nilai signifikan $(0,000) < Level\ of\ Significant\ (0,05)$), variabel Sistem Pengawasan Kerja mempunyai pengaruh positif dan signifikan terhadap Disiplin Kerja Pegawai tenaga kependidikan di Universitas Widya Dharma Klaten (nilai signifikan $(0,042) < Level\ of\ Significant\ (0,05)$), variabel Motivasi Kerja mempunyai pengaruh positif dan signifikan terhadap Kinerja Pegawai Tenaga kependidikan di Universitas Widya Dharma Klaten (nilai signifikan $(0,048) < Level\ of\ Significant\ (0,05)$), variabel Sistem Pengawasan Kerja mempunyai pengaruh positif dan signifikan terhadap Kinerja Pegawai Tenaga kependidikan di Universitas Widya Dharma Klaten (nilai signifikan $(0,026) < Level\ of\ Significant\ (0,05)$), variabel Disiplin Kerja mempunyai pengaruh positif dan signifikan terhadap Kinerja Tenaga kependidikan di Universitas Widya Dharma Klaten (nilai signifikan $(0,032) < Level\ of\ Significant\ (0,05)$), hasil analisis jalur diperoleh koefisien regresi Motivasi Kerja langsung sebesar 0,308 lebih kecil dari koefisien regresi pengaruh tidak langsung totalnya yaitu 0,463, maka dapat disimpulkan bahwa Disiplin Kerja memediasi pengaruh Motivasi Kerja terhadap Kinerja, hasil analisis jalur diperoleh koefisien regresi Sistem Pengawasan Kerja langsung sebesar 0,272 lebih kecil dari koefisien regresi pengaruh tidak langsung totalnya yaitu 0,286, maka dapat disimpulkan bahwa Disiplin Kerja memediasi pengaruh Sistem Pengawasan Kerja terhadap Kinerja, dan hasil analisis jalur diperoleh nilai koefisien pengaruh total motivasi kerja terhadap kinerja melalui disiplin lebih besar dibandingkan koefisien pengaruh total sistem pengawasan kerja terhadap kinerja melalui disiplin, maka dapat disimpulkan bahwa pengaruh motivasi kerja terhadap kinerja melalui disiplin kerja adalah yang dominan.

Kata kunci : Motivasi Kerja, Sistem Pengawasan kerja, Disiplin Kerja dan Kinerja Tenaga Kependidikan.

The influence of Working Motivation and Work Monitoring System towards Working Discipline and Workforce Performance at Widya Dharma University in Klaten

ABSTRACT

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The study aims to determine the influence of working motivation and monitoring system to discipline work as well as the performance of educational staff at Widya Dharma University in Klaten. The subject of this study included 67 respondents, who came from the educational staff at Widya Dharma University. This research is an explanatory, explaining the causal relationship between the variables through hypothesis testing and conduct explanatory as well. The analytical method used in this research is descriptive analysis, multiple linear regression analysis and path analysis using SPSS 19.0. Method of analysis in this study employs linear regression. The results of this study indicate that working motivation variables have positive and significant impact on Employee Work Discipline of educational staff at the University of Widya Dharma Klaten (t-test probability value (0.000) <Level of Significant (0.05)), the variable of Working Monitoring System has positive and significant influence impact on Employee Work Discipline of educational staff at Widya Dharma University in Klaten (t-test significant value (0.042) <Level of significant (0.05)), the Working Motivation Variable has a positive and significant impact on employee performance of educational staff at Widya Dharma University in Klaten (T-test significant value (0.048) <Level of Significant (0.05)), the variable Work Monitoring System has a positive and significant impact on employee performance education personnel at the University of Widya Dharma Klaten (t-test significant value (0.026) <Level of significant (0.05)), the variable Work Discipline has a positive and significant impact on the performance of education personnel at the University of Widya Dharma Klaten (t-test significant value (0.032) <Level of significant (0.05)). The results of the path analysis resulted in coefficient regression of direct Working Motivation by 0,308 less than the indirect influence regression coefficient in total which is 0,463. Thus, it can be concluded that Working Discipline mediates the influence of Working Motivation on performance. The result analysis of pathways led to regression coefficient of direct Work Monitoring System by 0.272 less than the regression coefficient of indirect influence total of 0.286. Thus, it can be concluded that the Work Discipline mediating the influence of Work Monitoring System on the Performance and the results path analysis resulted in coefficient value in total influence work motivation on performance through discipline is bigger than the coefficient of total influence of monitoring system to performance through discipline. Thus, it can be concluded that the influence of working motivation on performance through the working discipline is dominant.

Keywords: Working Motivation, Work Monitoring System, Working Discipline and Educational staff Performance.

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