

**PENGARUH DISIPLIN KERJA DAN MOTIVASI KERJA TERHADAP  
KINERJA KARYAWAN  
(Study Kasus pada Hotel Yusro Jombang)**

**ABSTRAK**

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Tujuan penelitian ini adalah untuk menjelaskan pengaruh variabel Disiplin Kerja dan Motivasi Kerja terhadap Kinerja Karyawan Hotel Yusro Jombang. Pengumpulan data dilakukan dengan penyebaran angket, wawancara, observasi, dan dokumentasi. Penelitian ini menggunakan pendekatan kuantitatif dengan metode *explanatory research* yang dilaksanakan melalui pengumpulan data dilapangan. Populasi yang dipergunakan yaitu Karyawan Hotel Yusro Jombang yang berjumlah 37 karyawan. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji hipotesis melalui uji T dan koefisien determinasi ( $R^2$ ) dengan bantuan SPSS Versi 21. Berdasarkan hasil penelitian menunjukkan bahwa Disiplin Kerja dan Motivasi Kerja berpengaruh secara positif dan signifikan terhadap Kinerja Karyawan Hotel Yusro Jombang.

**Kata Kunci : Disiplin Kerja, Motivasi Kerja, Kinerja**

# **EFFECT OF WORK DISCIPLINE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE**

## **ABSTRACT**

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The purpose of this study was to explain the effect of the variable Work Discipline and Work Motivation on Employee Performance Yusro Hotel Jombang. Data was collected by distributing questionnaires, interviews, observations, and documentation. This study uses a quantitative approach with explanatory research methods which are carried out through data collection in the field. The population used is the Employees of the Yusro Hotel Jombang, totaling 37 employees. The sampling technique used was the saturated sample technique. The data analysis method uses validity test, reliability test, classical assumption test, multiple linear regression analysis, hypothesis test through T test and coefficient of determination (R<sup>2</sup>) with the help of SPSS Version 21. Based on the results of the study, it showed that Work Discipline and Work Motivation had a positive and significant effect on Employees Performance in the Yusro Hotel Jombang.

**Keywords: Work Discipline, Work Motivation, Employee Performance**