

## HUBUNGAN ANTARA DISIPLIN KERJA DAN MOTIVASI KERJA DENGAN KINERJA KARYAWAN DI PIZZA HUT SEMARANG

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### ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara disiplin kerja dan motivasi dengan kinerja karyawan di Pizza Hut Semarang. Populasi dalam penelitian ini adalah karyawan di Pizza Hut Semarang dengan sampel penelitian yang digunakan adalah karyawan kontrak dan full time sejumlah 127 karyawan. Teknik pengambilan sampel menggunakan *cluster random sampling*. Alat ukur terdiri dari tiga skala. Skala kinerja karyawan berjumlah 31 aitem dengan koefisien reliabilitas 0,922, skala disiplin kerja berjumlah 32 aitem dengan koefisien reliabilitas 0,948 dan skala motivasi berjumlah 44 aitem dengan koefisien reliabilitas 0,913. Teknik analisis menggunakan analisis regresi ganda dan korelasi parsial

Hipotesis pertama menguji hubungan disiplin kerja dan motivasi dengan kinerja karyawan di Pizza Hut Semarang menunjukkan nilai  $R = 0,852$  dengan signifikansi 0,000 ( $p < 0,01$ ) yang artinya terdapat hubungan yang signifikan antara disiplin kerja dan motivasi terhadap kinerja karyawan di Pizza Hut Semarang. Hipotesis kedua menguji hubungan antara disiplin kerja dengan kinerja karyawan di Pizza Hut Semarang memperoleh skor  $r_{x1y} = 0,539$  dengan signifikansi 0,000 ( $p < 0,01$ ) yang artinya terdapat hubungan positif yang signifikan antara disiplin kerja dengan kinerja karyawan di Pizza Hut Semarang. Hipotesis ketiga menguji hubungan antara motivasi dengan kinerja karyawan di Pizza Hut Semarang memperoleh nilai  $r_{x2y} = 0,445$  dengan signifikansi 0,000 ( $p < 0,01$ ) yang artinya terdapat hubungan positif yang signifikan antara motivasi kerja dengan kinerja karyawan di Pizza Hut Semarang. Kesimpulan dalam penelitian ini adalah terdapat tiga hipotesis yang di ujikan dan menunjukkan hasil ketiga hipotesis tersebut diterima.

**Kata kunci :** Kinerja karyawan, Disiplin Kerja, Motivasi

**RELATIONSHIP BETWEEN WORK DISCIPLINE AND WORK  
MOTIVATION ON EMPLOYEE PERFORMANCE AT PIZZA HUT  
SEMARANG**

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**ABSTRACT**

*This study aims to determine the relationship between work discipline and motivation with employee performance at Pizza Hut Semarang. The population in this study were employees at Pizza Hut Semarang with the study sample used was contract employees and full time as many as 127 employees. The sampling technique uses cluster random sampling. The measuring instrument consists of three scales. Employee performance scale amounted to 31 items with a reliability coefficient of 0.922, a scale of work discipline amounted to 32 items with a reliability coefficient of 0.948 and a motivation scale of 44 items with a reliability coefficient of 0.913. The analysis technique uses multiple regression analysis and partial correlation*

*The first hypothesis examines the relationship of work discipline and motivation with employee performance at Pizza Hut Semarang shows the value of  $R = 0.852$  with a significance of 0,000 ( $p < 0.01$ ) which means there is a significant relationship between work discipline and motivation on employee performance in Pizza Hut Semarang. The second hypothesis examines the relationship between work discipline and employee performance at Pizza Hut Semarang, obtaining a score of  $r_{x1y} = 0.539$  with a significance of 0,000 ( $p < 0.01$ ), which means there is a significant positive relationship between work discipline and employee performance at Pizza Hut Semarang. The third hypothesis examines the relationship between motivation and employee performance at Pizza Hut Semarang obtained  $r_{x2y} = 0.445$  with a significance of 0,000 ( $p < 0.01$ ), which means there is a significant positive relationship between work motivation and employee performance at Pizza Hut Semarang. The conclusion in this study is that there are three hypotheses tested and the results of these three hypotheses are accepted.*

**Keywords** : *Employee performance, Work discipline, Work Motivation*