RINGKASAN

Penelitian ini dilatarbelakangi oleh kinerja organisasi di Balai Latihan Kerja (BLK) Kabupaten Banyumas yang dirasa masih kurang maksimal. Hal ini dibuktikan melalui fungsi-fungsi manajemen yang belum berhasil dan juga adanya disiplin kerja dan motivasi kerja yang rendah.Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis besarnya pengaruh disiplin kerja dan motivasi kerja terhadap kinerja organisasi di BLK Kabupaten Banyumas.

Penelitian ini menggunakan metode kuantitatif asosiatif dengan teknik pengumpulan data melalui kuesioner dan dokumentasi. Metode analisis yang digunakan menggunakan perhitungan statistik Korelasi Kendall Tau-b, Koefisien Konkordansi Kendall W dan Regresi Ordinal, dengan sasaran penelitian seluruh pegawai BLK baik PNS maupun Non PNS sebanyak 25 orang.

Berdasarkan hasil analisis secara kuantitatif dalam penelitian ini dapat dijelaskan sebagai berikut: (1) Terdapat pengaruh yang signifikan antara disiplin kerja terhadap kinerja organisasi sebesar 40,6 persen. (2) Terdapat pengaruh yang signifikan antara motivasi kerja terhadap kinerja organisasi sebesar 51,4 persen. (3) Terdapat pengaruh yang signifikan antara disiplin kerja dan motivasi kerja terhadap kinerja organisasi sebesar 64,3 persen. Selain itu, hasil analisis yang dilakukan kepada 25 responden menjelaskan bahwa disiplin kerja, motivasi kerja dan kinerja organisasi di BLK Kabupaten Banyumas masuk ke dalam kategori sedang. Artinya bahwa disiplin kerja, motivasi kerja dan kinerja organisasi masih perlu ditingkatkan. Peningkatan disiplin kerja dapat melalui pimpinan yang memberikan contoh kedisiplinan terhadap pekerjaan dan disiplin waktu. Peningkatan motivasi dengan memberikan apresiasi lebih bagi pegawai. Maka, dengan meningkatnya disiplin kerja dan motivasi kerja akan dapat meningkatkan kinerja organisasi BLK Kabupaten Banyumas.

Kata Kunci: disiplin kerja, kinerja organisasi, motivasi kerja

SUMMARY

This research is motivated by organizational performance at the Work Training Center (BLK) Banyumas Regency which is still not optimal. This is evidenced by management functions that have not been successfull and also the existaence of work dicipline and low work motivation. The purpose of this study was to determine and analyze the magnitude of the influence of work discipline and work motivation on organizational performance at BLK Banyumas Regency.

This study uses quantitative associative methods with data collection techniques through questionnaires and documentation. The analytical method used is the statistical calculation of Kendall Tau-b Correlation, Kendall W Concordance Coefficient and Ordinal Regression, with the research target of 25 BLK employees, both civil servants and non-civil servants.

Based on the results of the quantitative analysis in this study, it can be explained as follows: (1) There is a significant influence between work discipline on organizational performance by 40.6 percent. (2) There is a significant influence between work motivation on organizational performance by 51.4 percent. (3) There is a significant effect between work discipline and work motivation on organizational performance by 64.3 percent. In addition, the results of the analysis conducted on 25 respondents explained that work discipline, work motivation and organizational performance at BLK Banyumas Regency were in the medium category. This means that work discipline, work motivation and organizational performance still need to be improved. Improved work discipline can be through leaders who provide examples of discipline towards work and time discipline. Increased motivation by giving more appreciation to employees. So, by increasing work discipline and work motivation, it will be able to improve the organizational performance of BLK Banyumas Regency.

Keywords: organizational performance, work discipline, work motivation