

ABSTRAK

Terdapat suatu kesenjangan (gap), yaitu perbedaan hasil dari penelitian sebelumnya yang telah dilakukan.Terdapat perbedaan penelitian-penelitian terdahulu terhadap variabel motivasi dan disiplin kerja dimana penelitian yang mengenai motivasi dan disiplin kerja dengan hasil penelitian motivasi dan disiplin kerja mempunyai pengaruh positif terhadap kinerja pegawai. penelitian ini bertujuan untuk Menganalisis pengaruh disiplin, motivasi kerja terhadap kepuasan kerja pegawai, kepuasan kerja terhadap kinerja pegawai melalui kepuasan kerja.Populasi penelitian ini adalah seluruh pegawai di Kecamatan se Kabupaten Rembang. Jumlah pegawai tersebut adalah 367 orang. Sedangkan sampling dalam penelitian ini adalah pegawai di Kecamatan se Kabupaten Rembang yang dalam penelitian ini diambil 100 pegawai.

Kesimpulan dari hipotesis dalam penelitiandisiplin kerja dan motivasi berpengaruh positif signifikan terhadap kepuasan kerja di Kantor Kecamatan se kabupaten Rembang.Kepuasan berpengaruh positif signifikan terhadap kinerja pegawai di Kantor Kecamatan se Kabupaten Rembang dan disiplin kerja dan motivasi berpengaruh positif signifikan terhadap kinerja pegawai di Kantor Kecamatan se Kabupaten Rembang.Disiplin kerja berpengaruh positif signifikan terhadap kinerja di mediasi kepuasan kerja di Kantor Kecamatan se Kabupaten Rembang dan Motivasi berpengaruh positif signifikan terhadap kinerja dimediasi kepuasan kerja di Kantor Kecamatan se Kabupaten Rembang.

Kata kunci: Disiplin Kerja, Motivasi, Kepuasan Kerja, Kinerja Pegawai.

ABSTRACT

There is a gap (gap), namely the difference in results from previous studies that have been done. There are differences in previous studies of motivation and work discipline variables where research on motivation and work discipline with motivation and work discipline research results have a positive influence on employee performance . This study aims to analyze the effect of discipline, work motivation on employee job satisfaction, job satisfaction on employee performance through job satisfaction. The population of this study is all employees in Districts in Rembang Regency. The number of employees is 367 people. While the sampling in this study were employees in all subdistricts of Rembang Regency which were taken in 100 employees in this study.

The conclusion of the hypothesis in the work discipline and motivation research has a significant positive effect on job satisfaction in Subdistrict Offices in Rembang regency. Satisfaction has a significant positive effect on employee performance in Subdistrict Offices in Rembang Regency and work discipline and motivation have a significant positive effect on employee performance at Subdistrict Offices in the Regency. Rembang.Disciplinary work has a significant positive effect on performance in mediating job satisfaction in Subdistrict Offices in Rembang Regency and Motivation has a significant positive effect on performance mediated job satisfaction in Subdistrict Offices in Rembang Regency.

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