

# ABSTRAK

Tujuan dari penelitian ini adalah: 1) Untuk mengetahui dan menganalisa seberapa besar pengaruh antara disiplin terhadap Kinerja Pegawai ; 2) Untuk mengetahui dan menganalisis seberapa besar pengaruh antara motivasi terhadap Kinerja Pegawai ; 3) untuk mengetahui dan menganalisis pengaruh pengalaman kerja terhadap kinerja pegawai negeri sipil; 4) Untuk mengetahui dan menganalisa seberapa besar pengaruh antara disiplin, motivasi, dan pengalaman kerja terhadap Kinerja Pegawai pada Dinas Perindustrian, Perdagangan, Koperasi, UKM dan Tenaga Kerja Provinsi Papua. Metode yang digunakan adalah kuantitatif dengan analisis regresi berganda untuk mengetahui pengaruh masing-masing variabel yang mempengaruhi kinerja Pegawai Dinas Perindustrian, Perdagangan, Koperasi, UKM dan Tenaga Kerja Provinsi Papua. Penelitian dilakukan terhadap 162 orang Pegawai Dinas Perindustrian, Perdagangan, Koperasi, UKM dan Tenaga Kerja Provinsi Papua dan dilakukan selama 2 minggu dengan cara membagikan kuesioner. Hasil penelitian menunjukkan bahwa Disiplin Kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Perindustrian, perdagangan, Koperasi, UKM dan Tenaga Kerja. Hal tersebut ditunjukkan dengan nilai thitung lebih besar dari ttabel, ( $4,342 > 1,975$ ), atau  $\text{sig} < \alpha$  ( $0,000 < 0,05$ ), berarti variabel disiplin berpengaruh positif dan signifikan terhadap kinerja pegawai. Dengan demikian hipotesis pertama diterima. Motivasi kerja dan Pengalaman kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Hal itu ditunjukkan dengan motivasi kerja yang memiliki nilai thitung lebih besar dari ttabel, ( $3,077 > 1,975$ ), atau  $\text{sig} < \alpha$  ( $0,000 < 0,05$ ), sehingga disimpulkan berpengaruh positif terhadap kinerja pegawai. Pengalaman kerja memiliki nilai thitung lebih besar dari ttabel, ( $6,504 > 1,975$ ), atau  $\text{sig} < \alpha$  ( $0,000 < 0,05$ ), dimana artinya berpengaruh positif terhadap kinerja pegawai. Kontribusi berpengaruh pengalaman kerja bersifat positif terhadap kinerja pegawai.

**Kata kunci : Disiplin, Motivasi, Pengalaman Kerja dan Kinerja Pegawai**

## ABSTRACT

The purposes of this study are 1) To find out and analyze how much influence between disciplines on employee performance; 2) To find out and analyze how big the influence between motivation on employee performance; 3) to determine and analyze the effect of work experience on the performance of civil servants; 4) To find out and analyze how much influence discipline, motivation, and work experience have on employee performance at the Department of Industry, Trade, Cooperatives, SMEs and Manpower Papua Province. The method used is quantitative with multiple regression analysis to determine the effect of each variable that affects the performance of the employees of the Department of Industry, Trade, Cooperatives, SMEs, and Manpower of Papua Province. The study was conducted on 162 employees of the Office of Industry, Trade, Cooperatives, SMEs, and Manpower of Papua Province and was conducted for 2 weeks by distributing questionnaires. The results showed that Work Discipline had a positive and significant effect on the performance of the employees of the Department of Industry, Trade, Cooperatives, SMEs, and Manpower. This is indicated by the value of count greater than the table,  $(4,342 > 1,975)$ , or  $\text{sig} < (0.000 < 0.05)$ , meaning that the discipline variable has a positive and significant effect on employee performance. Thus the first hypothesis is accepted. Work motivation and work experience have a positive and significant effect on employee performance. This is indicated by work motivation which has a count value greater than the table,  $(3.077 > 1.975)$ , or  $\text{sig} < (0.000 < 0.05)$ , so it can be concluded that it has a positive effect on employee performance. Work experience has a count value greater than the table,  $(6.504 > 1.975)$ , or  $\text{sig} < (0.000 < 0.05)$ , which means that it has a positive effect on employee performance. Contributions that have a positive effect on work experience on employee performance.

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