

ABSTRAK

PENGARUH KEPUASAN KERJA, MOTIVASI KERJA, DAN KEDISIPLINAN KERJA TERHADAP KINERJA ASN DI KANTOR WILAYAH KEMENTERIAN AGAMA PROVINSI SULAWESI UTARA

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20042047

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Kinerja adalah hasil dari pelaksanaan tugas dan tanggung jawab yang diukur berdasarkan tujuan, efisiensi, dan efektivitas untuk mencapai tujuan organisasi. Tujuan dari melakukan penelitian ini untuk menganalisis dan melihat pengaruh dari Variabel Kepuasan Kerja, Motivasi Kerja, dan Kedisiplinan Kerja terhadap Kinerja ASN di Kantor Wilayah Kementerian Agama Provinsi Sulawesi Utara. Peneliti menggunakan jenis penelitian Metode Kuantitatif dengan menggunakan data dari kuesioner yang telah disebarkan oleh peneliti pada Kantor Wilayah Kementerian Agama Provinsi Sulawesi Utara. pengolahan data kuesioner menggunakan sistem IBM SPSS versi 24 dan menggunakan metode analisis regresi linear berganda sebagai alat analisis data.

Hasil penelitian menunjukkan bahwa secara parsial Motivasi Kerja tidak berpengaruh secara signifikan terhadap Kinerja ASN di Kantor Wilayah Kementerian Agama Provinsi Sulawesi Utara. Dan secara simultan Kepuasan Kerja, Motivasi Kerja, dan Kedisiplinan Kerja bersama-sama atau simultan berpengaruh secara signifikan terhadap Kinerja ASN di Kantor Wilayah Kementerian Agama Provinsi Sulawesi Utara.

Kata Kunci: Kepuasan Kerja, Motivasi Kerja, Kedisiplinan Kerja, Kinerja

ABSTRACT

**THE INFLUENCE OF JOB SATISFACTION, WORK MOTIVATION, AND WORK
DISCIPLINE ON THE PERFORMANCE OF CIVIL SERVANTS AT THE
REGIONAL OFFICE OF THE MINISTRY OF RELIGIOUS AFFAIRS NORTH
SULAWESI**

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Performance is the result of carrying out duties and responsibilities measured based on objectives, efficiency, and effectiveness in achieving organizational goals. The purpose of this study was to analyze and examine the influence of job satisfaction, work motivation, and work discipline on the performance of civil servants at the Regional Office of the Ministry of Religious Affairs North Sulawesi. This study employed a quantitative research method using data collected from questionnaires distributed to civil servants at the Regional Office of the Ministry of Religious Affairs North Sulawesi. The questionnaire data was processed using IBM SPSS version 26, and multiple linear regression analysis is used as the data analysis tool.

The results of this study indicated that work motivation did not have a significant partial influence on the performance of civil servants at the Regional Office of the Ministry of Religious Affairs North Sulawesi. However, job satisfaction, work motivation, and work discipline together had a significant simultaneous influence on the performance of civil servants at the Regional Office of the Ministry of Religious Affairs North Sulawesi.

Keywords: Job Satisfaction, Work Motivation, Work Discipline, Performance

This translation has been checked and proven accurate.



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