

**PENGARUH MOTIVASI, DISIPLIN KERJA DAN PEMBERIAN INSENTIF  
TERHADAP KINERJA PEGAWAI DINAS PETERNAKAN DAN  
PERIKANAN KABUPATEN SEMARANG**

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**ABSTRAK**

Penelitian ini bertujuan untuk menguji pengaruh motivasi (X1), disiplin kerja (X2) dan pemberian insentif (X3), berpengaruh terhadap kinerja pegawai (Y) pada Dinas Peternakan dan Perikanan Kabupaten Semarang. Objek penelitian adalah Dinas Peternakan dan Perikanan Kabupaten Semarang adalah kantor Dinas pemerintah yang mempunyai tugas pokok melaksanakan urusan pemerintah dibidang kelautan dan perikanan sub bidang perikanan, serta pertanaian sub bidang peternakan. Dinas tersebut berlokasi di Jalan Letjend suprpto No.7 Ungaran Kabupaten Semarang. Populasi dan sampel dalam penelitian ini adalah pegawai Dinas Peternakan dan Perikanan Kabupaten Semarang yang berjumlah 167 pegawai, sampel penelitian ini adalah 85 pegawai. Jenis datanya adalah primer dan sekunder. Metode pengumpulan data menggunakan kuesioner. Teknik analisis data dalam penelitian ini menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa semua variabel lolos uji asumsi klasik dan layak digunakan sebagai data penelitian. Hasil uji t statistik menunjukkan bahwa variabel motivasi (X1), variabel disiplin kerja (X2) dan pemberian insentif (X3) berpengaruh signifikan terhadap kinerja pegawai (Y). Hasil uji F menyatakan bahwa semua variabel dalam penelitian ini berpengaruh signifikan terhadap kinerja pegawai. Dan hasil estimasi regresi menunjukkan kemampuan prediksi dari semua variabel independen tersebut terhadap kinerja pegawai (Y) sebesar 94,3% sedangkan sebanyak 5,7% dipengaruhi oleh faktor lain diluar penelitian ini.

Kata Kunci : Motivasi, Disiplin Kerja, Pemberian Insentif, dan Kinerja Pegawai

## **THE EFFECT OF MOTIVATION, DISCIPLINE AND WORK INCENTIVES ON EMPLOYEE PERFORMANCE IN THE DEPARTMENT OF ANIMAL HUSBANDRY AND FISHERY SEMARANG REGENCY**

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### **ABSTRACT**

The aim of this study is to examine the effect of motivation (X1), work discipline (X2) and work incentives (X3), affect on employee performance (Y) in the Department of Animal Husbandry and Fisheries Semarang Regency. The object of research was the Department of Animal Husbandry and Fisheries Semarang that a government office which has the principal task of carrying out government business in the field of marine and fisheries sub-field of fisheries, and agriculture sub-field of animal husbandry. The office is located at Jalan Lt. Suprpto 7 Ungaran Semarang Regency. Population and sample in this study were employees of the Department of Animal Husbandry and Fisheries Semarang Regency, amounting to 167 employees, the study sample was 85 employees, type of data is the primary and secondary, methods of data collection were using the questionnaire. Data analysis techniques in this study were using multiple linear regression analysis. The results showed that all variables passed the test of classical assumptions and fit for use as a research data. The results of the t test statistics show that the motivation variable (X1), work discipline variable (X2) and work incentives (X3) have a significant effect on employee performance (Y). The result of F test were stating that all of the variables in this study revealed significant effect on employee performance and the regression estimation results demonstrated the predictive ability of all of the independent variables on employee performance (Y) amounted to 94.3%, while as much as 5.7% were influenced by other factors outside of this research.

**Keyword** : Motivation, Work Discipline, Work Incentives, and Employee Performance