ABSTRAK

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Pengaruh Kepuasan Kerja, Motivasi, Disiplin dan *Punsihment* Terhadap Kinerja Pegawai Pada Badan Pendapatan Daerah DKI Jakarta Serta Tinjauannya Dari Sudut Pandang Islam.

130 halaman + xiv halaman + 22 tabel + 3 gambar + 2 lampiran

Uraian Abstrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh Kepuasan Kerja, Motivasi, Disiplin dan *Punishment* terhadap Kinerja Pegawai pada Badan Pendapatan Daerah DKI Jakarta, serta tinjauannya dari sudut pandang islam. Populasi pada penelitian ini yaitu pegawai Badan Pendapatan Daerah, Jumlah responden dalam penelitian ini sebanyak 88 orang pegawai. Teknik pengambilan sampel yang digunakan yaitu *probability sampling*, dengan teknik *purposive sampling* melalui penyebaran kuesioner. Metode analisis data yang digunakan yaitu analisis deskriptif dan analisis persamaan regresi linier berganda. Hasil penelitian menunjukan bahwa: (1) secara parsial Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (2) secara parsial Motivasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (3) secara parsial Disiplin berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (4) secara parsial *Punishment* tidak berpengaruh terhadap Kinerja Pegawai. (5) secara simultan variabel Kepuasan Kerja, Motivasi, Disiplin, dan *Punishment* berpengaruh signifikan terhadap Kinerja Pegawai.

Kata Kunci: Kepuasan Kerja, Motivasi, Disiplin, *Punsihment*, Kinerja Pegawai.

ABSTRACT

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The Effect of Job Satisfaction, Motivation, Discipline, and Punishment on Employee Performance in Regional Revenue Agency of DKI Jakarta and its Reviewe from an Islamic Perspective.

130 pages + xiv pages + 22 tables + 3 pictures + 2 attachment

Abstract Description

This study aims to determine and analyze the effect of Job Satisfaction, Motivation, Discipline, and Punishment on Employee Performance of the Regional Revenue of DKI Jakarta, as well as its review form an Islamic point of view. The population in this study are Regional Revenue Agency employees, the number of respondents in this study is 88 employees. The sampling technique used is probability sampling, with purposive sampling technique though distributing questionnaires. The data analysis method used is descriptive analysis and multiple linear regression equation analysis. The result showed that: (1) partially Job Satisfaction had a positive and significant effect on Employee Performance. (2) partially Motivation had a positive and significant effect on Employee Performance. (3) partially Discipline had a positive and significant effect on Employee Performance. (4) partially Punishment has no effect on Employee Performance. (5) Simultaneously, the variables of Job Satisfaction, Motivation, Discipline, and Punishment have a significant effect on Employee Performance.

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