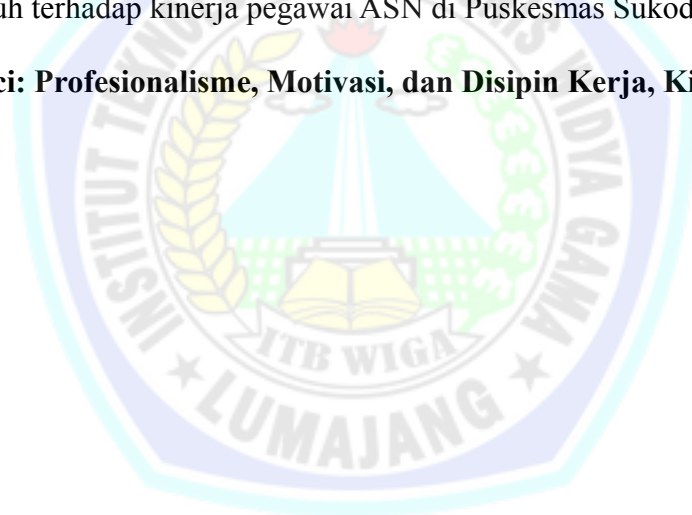


PENGARUH PROFESIONALISME, MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI ASN DI PUSKESMAS SUKODONO

ABSTRAK

Puskesmas Sukodono merupakan unit organisasi yang bertugas menyediakan layanan kesehatan dasar bagi masyarakat di wilayah Sukodono. Penelitian ini bertujuan untuk menganalisis dan mengetahui bagaimana pengaruh profesionalisme, motivasi dan disiplin kerja terhadap kinerja pegawai ASN di Puskesmas Sukodono. Pada penelitian ini menggunakan metode kuantitatif, kemudian pengumpulan datanya dengan penyebaran kuesioner terhadap pegawai ASN sebanyak lima puluh responden. Metode non probability sampling dengan teknik sampling jenuh. Dalam penelitian ini, pengujian hipotesis dilakukan dengan metode regresi linier berganda serta uji parsial (uji t). Hasil analisis menunjukkan bahwa: 1) Profesionalisme berpengaruh positif terhadap kinerja pegawai ASN di Puskesmas Sukodono. 2) Motivasi tidak berpengaruh terhadap kinerja pegawai ASN di Puskesmas Sukodono. 3) Disiplin kerja tidak berpengaruh terhadap kinerja pegawai ASN di Puskesmas Sukodono.

Kata kunci: Profesionalisme, Motivasi, dan Disiplin Kerja, Kinerja Pegawai.



THE INFLUENCE OF PROFESSIONALISM, MOTIVATION, AND WORK DISCIPLINE ON THE PERFORMANCE OF CIVIL SERVANTS AT SUKODONO COMMUNITY HEALTH CENTER

ABSTRACT

The Sukodono Health Center is an organizational unit tasked with providing basic health services for the community in the Sukodono area. This study aims to analyze and find out how professionalism, motivation and work discipline affect the performance of ASN employees at the Sukodono Health Center. In this study, a quantitative method was used, then the data was collected by distributing questionnaires to ASN employees as many as fifty respondents. Non-probability sampling method with saturated sampling technique. In this study, hypothesis testing was carried out using multiple linear regression methods and partial tests (t-test). The results of the analysis show that: 1) Professionalism has a positive influence on the performance of ASN employees at the Sukodono Health Center. 2) Motivation has no effect on the performance of ASN employees at the Sukodono Health Center. 3) Work discipline has no effect on the performance of ASN employees at the Sukodono Health Center.

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

