

ABSTRAK

Aditya Vary Susanto, "PENGARUH ETIKA KERJA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN (Studi pada UMKM Produk Olahan Ikan di Kecamatan Talango Kabupaten Sumenep) . Di bawah bimbingan Dr. Hj. Iriani Ismail, Dra.,M.M.

Tujuan penelitian ini adalah untuk mengetahui pengaruh Etika Kerja, dan Motivasi Kerja secara parsial dan simultan terhadap *Kinerja Karyawan* Studi pada UMKM Produk Olahan Ikan di Kecamatan Talango Kabupaten Sumenep. Penelitian ini dilakukan secara kuantitatif, pengumpulan data menggunakan instrument penelitian, analisis bersifat kuantitatif, dengan tujuan untuk menguji hipotesis yang telah ditetapkan. Populasi dari penelitian ini yaitu sebanyak 119 karyawan UMKM Produk Olahan Ikan di Kecamatan Talango Kabupaten Sumenep. Metode pengambilan sampel diperoleh sebanyak 54 sampel. Untuk pengujian menggunakan Uji T (parsial) dan Uji F (simultan).

Hasil uji T diketahui bahwa Etika Kerja, dan Motivasi Kerja secara parsial berpengaruh signifikan terhadap *Kinerja Karyawan*,. Sedangkan hasil Uji F diketahui Etika Kerja, dan Motivasi Kerja secara simultan berpengaruh signifikan terhadap *Kinerja Karyawan*.

Kata Kunci : Etika Kerja, Motivasi Kerja, Kinerja Karyawan

ABSTRACT

Aditya Vary Susanto, "INFLUENCE OF WORK ETHICS AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE (Study on MSME Processed Fish Products in Talango District, Sumenep Regency). Under the guidance of Dr. Hj. Iriani Ismail, Dra., M.M.

The purpose of this study was to determine the effect of work ethics and work motivation partially and simultaneously on employee performance in the study of processed fish products SMEs in Talango District, Sumenep Regency. This research was conducted quantitatively, data collection using research instruments, quantitative analysis, with the aim of testing the established hypothesis. The population of this study is 119 employees of Processed Fish Products UMKM in Talango District, Sumenep Regency. The sampling method obtained as many as 54 samples. For testing using T test (partial) and F test (simultaneous).

The results of the T test show that work ethics and work motivation partially have a significant effect on employee performance. While the results of the F test are known that work ethics and work motivation simultaneously have a significant effect on employee performance.

Keywords: Work Ethics, Work Motivation, Employee Performance