

***The Effect of Discipline, Motivation, and Career Development on Employee Performance in the Office of Cooperatives and SMEs in East Java Province***

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***Abstract***

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*This study aims to determine how much influence discipline, motivation, and career development have on employee performance in the Office of Cooperatives and SMEs in East Java Province, both partially and simultaneously. The research method used is descriptive quantitative with a sample of 109 employees using accidental sampling technique. This study uses the SPSS analysis tool. The data collection technique used was a questionnaire. The data analysis method used is instrument test, classical assumption test, multiple linear regression, coefficient of determination, and hypothesis testing.*

*Based on the results of the study, it shows that partially discipline, motivation, and career development have a positive and significant effect on the performance of employees of the East Java Province Cooperative and UKM Office. Simultaneously discipline, motivation, and career development have a positive and significant effect on the performance of employees of the Office of Cooperatives and SMEs in East Java Province.*

***Keywords:*** *Discipline, Motivation, Career Development, and Employee Performance.*

# **Pengaruh Disiplin, Motivasi, dan Pengembangan Karir Terhadap Kinerja Pegawai Dinas Koperasi dan UKM Provinsi Jawa Timur**

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## **Abstrak**

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Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh disiplin, motivasi, dan pengembangan karir terhadap kinerja pegawai di Dinas Koperasi dan UKM Provinsi Jawa Timur baik secara parsial maupun simultan. Metode penelitian yang digunakan adalah deskriptif kuantitatif dengan jumlah sampel responden 109 orang pegawai dengan menggunakan teknik *accidental sampling*. Penelitian ini menggunakan alat analisis SPSS. Teknik pengumpulan data yang digunakan adalah kuesioner. Metode analisis data yang digunakan adalah uji instrumen, uji asumsi klasik, regresi linier berganda, koefisien determinasi, dan uji hipotesis.

Berdasarkan hasil penelitian menunjukkan bahwa secara parsial disiplin, motivasi, dan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Koperasi dan UKM Provinsi Jawa Timur. Secara simultan disiplin, motivasi, dan pengembangan karir berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Koperasi dan UKM Provinsi Jawa Timur.

**Kata kunci :** Disiplin, Motivasi, Pengembangan Karir, dan Kinerja Pegawai.