

The Influence of Hr Quality and Work Discipline On Productivity with Work Motivation as An Intervening Variable on MSMEs in Purbalingga District

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Abstract

The This research aims to determine the effect of human resource quality and work discipline on productivity with work motivation as an intervening variable among MSMEs in Purbalingga Regency. With quantitative research methods tested via SmartPLS. The findings in this research indicate that there is a positive and significant influence of the quality of human resources on work motivation, there is a significant indirect influence of work discipline on work motivation, there is a positive and significant influence of the quality of human resources on productivity, there is a positive and significant influence of work discipline on productivity, there is a significant indirect influence of work motivation on productivity. Then there is a significant indirect influence of human resource quality on productivity with work motivation as an intervening variable and there is a significant indirect influence of work discipline on productivity with work motivation as an intervening variable.

Keywords: human resource quality, work discipline, productivity, work motivation