

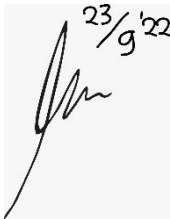
PENGARUH DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PDAM TIRTA GEMILANG KABUPATEN MAGELANG

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Disiplin Kerja terhadap Kinerja karyawan pada PDAM Tirta Gemilang Kabupaten Magelang. Jenis penelitian ini termasuk dalam jenis penelitian kuantitatif. Sampel yang digunakan sebanyak 63 responden dengan teknik probability sampling. Metode pengumpulan data yang digunakan pada penelitian ini adalah kuesioner. Sedangkan teknik analisis data yang dilakukan menggunakan analisis uji instrumen penelitian, uji asumsi klasik, uji regresi linear sederhana, uji t, uji analisis koefisiensi determinasi dan analisis rata-rata hitung. Analisis linear sederhana digunakan untuk uji hipotesis penelitian ini. Hasil penelitian ini menunjukkan bahwa: Disiplin Kerja memiliki pengaruh positif dan signifikan terhadap Kinerja Karyawan (Y), diperoleh nilai T_{hitung} Disiplin Kerja sebesar $7,495 > T_{tabel}$ $1,995$. Nilai varian Adjusted *R square* = $0,468$ atau $46,8\%$, dimana perubahan variabel Kinerja Karyawan dapat dijelaskan oleh variabel Disiplin Kerja sedangkan sisanya $53,2\%$ dijelaskan oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci: *Disiplin Kerja, Kinerja Karyawan*



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EFFECT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE OF PDAM TIRTA GEMILANG MAGELANG REGENCY

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Abstract

This study aims to determine the effect of work discipline on employee performance at PDAM Tirta Gemilang, Magelang Regency. This type of research is included in the type of quantitative research. The sample used was 63 respondents with probability sampling technique. The data collection method used in this study was a questionnaire. While the data analysis technique used was the analysis of the research instrument test, the classical assumption test, the simple linear regression test, the t test, the coefficient of determination analysis test and the arithmetic mean analysis. Simple linear analysis was used to test the hypothesis of this study. The results of this study indicate that: Work Discipline has a positive and significant influence on Employee Performance (Y), the Tcount value of Work Discipline is 7,495 > Ttable 1,995. The value of the variance Adjusted R square = 0.468 or 46.8%, where changes in the Employee Performance variable can be explained by the Work Discipline variable while the remaining 53.2% is explained by other variables not examined in this study.

Keywords: *Work Discipline, Employee Performance*