

**PENGARUH *HUMAN RELATION* DAN DISIPLIN KERJA TERHADAP
KINERJA PEGAWAI PADA KANTOR KEMANTREN KOTA
YOGYAKARTA**

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh *human relation* dan disiplin kerja terhadap kinerja pegawai. Penelitian ini menggunakan pendekatan kuantitatif, dengan metode pengumpulan data menggunakan kuesioner. Sampel dalam penelitian ini adalah pegawai yang bekerja pada Kantor Kemantren Kota Yogyakarta dengan jumlah sampel sebanyak 77 responden. Teknik pengambilan sampel menggunakan probability sampling dengan Teknik simple random sampling. Pengujian yang digunakan adalah uji validitas, uji reliabilitas, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, analisis linear berganda, uji t, uji F dan koefisien determinasi. Berdasarkan hasil uji t, variabel *human relation* memiliki nilai t hitung sebesar $2,958 > t$ tabel $1,992$, dengan nilai signifikan sebesar $0,04 < 0,05$. Dapat disimpulkan bahwa variabel *human relation* berpengaruh positif dan signifikan terhadap kinerja pegawai. Hasil uji t variabel disiplin kerja memiliki nilai t hitung sebesar $6,940 > t$ tabel $1,992$, dengan nilai signifikan sebesar $0,00 < 0,05$. Dapat disimpulkan bahwa variabel disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Berdasarkan hasil koefisien determinasi, diketahui nilai Adjusted R Square sebesar $0,520$, artinya bahwa kinerja pegawai dipengaruhi variabel *human relation* dan disiplin kerja sebesar 52% , sedangkan sisanya 48% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

Kata Kunci: *Human Relation, Disiplin Kerja, dan Kinerja Pegawai.*

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**THE INFLUENCE OF HUMAN RELATION AND WORK DISCIPLINE ON
EMPLOYEE PERFORMANCE AT THE KEMANTREN OFFICE IN
YOGYAKARTA CITY**

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Abstract

This research aims to determine the influence of human relations and work discipline on employee performance. This research uses a quantitative approach with data collection methods using questionnaires. The sample in this study were employees who worked at the Yogyakarta City District Office with a total sample of 77 respondents. The sampling technique uses probability sampling with simple random sampling technique. The tests used are validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple linear analysis, t test, F test and coefficient of determination. Based on the results of the t test, the human relations variable has a calculated t value of $2.958 > t$ table 1.992 , with a significant value of $0.04 < 0.05$. It can be concluded that the human relations variable has a positive and significant effect on employee performance. The results of the t test for the work discipline variable have a calculated t value of $6.940 > t$ table 1.992 , with a significant value of $0.00 < 0.05$. It can be concluded that the work discipline variable has a positive and significant effect on employee performance. Based on the results of the coefficient of determination, it is known that the Adjusted R Square value is 0.520 , meaning that employee performance is influenced by human relations and work discipline variables by 52% , while the remaining 48% is influenced by other variables not examined in this research.

Keywords: *Human Relations, Work Discipline, and Employee Performance.*