

**PENGARUH PENGAWASAN KERJA TERHADAP DISIPLIN KERJA
PADA PEGAWAI BADAN KESATUAN BANGSA DAN POLITIK
DAERAH ISTIMEWA YOGYAKARTA**

Arumdiah

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja pegawai terhadap kinerja pegawai pada Badan Kesatuan Bangsa dan Politik Daerah Istimewa Yogyakarta. Metode yang digunakan dalam pengambilan sampel adalah dengan menggunakan *Nonprobability Sampling* atau *total sampling* yaitu mengambil seluruh anggota populasi sebagai responden atau sampel. Sampel dalam penelitian ini berjumlah 53 pegawai pada Badan Kesatuan Bangsa dan Politik Daerah Istimewa Yogyakarta. Pengumpulan data dilakukan melalui kuesioner. Pengujian statistik yang digunakan adalah analisis uji validitas, uji reliabilitas, uji normalitas, uji heteroskedastisitas, uji linieritas, uji regresi linier sederhana, uji parsial t dan koefisien determinasi, penulis menggunakan *software SPSS 23 for Window*. Berdasarkan hasil uji t dapat diketahui bahwa variabel pengawasan kerja memiliki nilai t_{Hitung} sebesar 4,996 dan nilai t_{Tabel} sebesar 2,007, karena nilai $t_{\text{Hitung}} (4,996) > \text{nilai } t_{\text{Tabel}} (2,007)$ maka secara parsial terdapat pengaruh positif dan signifikan antara variabel pengawasan kerja terhadap variabel disiplin kerja pegawai. serta koefisien determinasi sebesar 31,5% dan sisanya sebesar 68,5% merupakan sumbangan dari variabel lain yang tidak penulis teliti.

Kata Kunci : *Pengawasan Kerja dan Disiplin Kerja*

EFFECT OF WORK SUPERVISION ON WORK DISCIPLINE AT THE NATIONAL UNITY AND POLITICAL BODY OF YOGYAKARTA SPECIAL REGION

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Abstract

This study aims to determine the effect of employee work discipline on the performance of employees at the National Unity and Political Body of Yogyakarta Special Region. The method used in sampling is Nonprobability Sampling or total sampling that is taking all members of the population as respondents or samples. The sample in this study amounted to 53 employees at the National Unity and Political Body of the Special Region of Yogyakarta. Data collection is done through a questionnaire. The statistical tests used were validity test, reliability test, normality test, heteroscedasticity test, linearity test, simple linear regression test, partial t test and determination coefficient, the writer used SPSS 23 for Window software. Based on the results of the t test it can be seen that the work supervision variable has a t value of 4.996 and t table value is 2.007, because the value of t arithmetic (4.996) > t value of the table (2.007) then partially there is a positive and significant influence between the variables of work supervision on variable employee work discipline. and the coefficient of determination is 31.5% and the remaining 68.5% is a contribution from other variables that the author does not research. Hence it can be concluded that work supervision affects the work discipline of employees at the National Unity and Political Body of the Special Region of Yogyakarta. This means that an agency must improve the supervision and discipline carried out by the leadership of its employees in accordance with the existing work standards, employees who obey the work rules always follow the work guidelines and will not neglect the procedures applied by the agency.

Keywords: Work Supervision and Work Discipline

