

PENGARUH PENGAWASAN KERJA TERHADAP DISIPLIN KERJA PEGAWAI PADA DINAS PERINDUSTRIAN DAN PERDAGANGAN KABUPATEN KEBUMEN

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Abstrak

Penelitian ini bertujuan untuk menguji pengaruh pengawasan kerja terhadap disiplin kerja pegawai pada Dinas Perindustrian dan Perdagangan Kabupaten Kebumen. Sampel dalam penelitian ini adalah pegawai Dinas Perindustrian dan Perdagangan Kabupaten Kebumen sebanyak 41 pegawai. Data yang digunakan adalah data primer dan data sekunder. Variabel independen yang digunakan yaitu pengawasan kerja dan variabel dependen yaitu disiplin kerja. Metode yang digunakan pada penelitian ini yaitu analisis regresi sederhana. Hasil penelitian ini diperoleh nilai $t_{hitung} = 3,065 > t_{tabel} = 2,02269$, nilai signifikansi $0,004 < 0,05$, maka dapat disimpulkan H_0 ditolak dan H_a diterima, yang berarti terdapat pengaruh positif dan signifikan variabel pengawasan kerja terhadap variabel disiplin kerja pegawai Dinas Perindustrian dan Perdagangan Kabupaten Kebumen. Sedangkan hasil uji *R Square* menunjukkan bahwa nilai *adjusted R²* yaitu sebesar $= 0,173$, yang artinya variabel disiplin kerja dipengaruhi oleh variabel pengawasan kerja pada Dinas Perindustrian dan Perdagangan Kabupaten Kebumen sebesar 17,3%, sedangkan sisanya sebesar 82,7%-nya dipengaruhi oleh variabel lain yang tidak masuk dalam penelitian ini.

Kata Kunci: *Pengawasan Kerja, Disiplin kerja, Dinas Perindustrian dan Perdagangan Kabupaten Kebumen.*

**THE INFLUENCE OF WORK SUPERVISION ON EMPLOYEE
WORKDISCIPLINE AT THE DEPARTMENT OF INDUSTRY AND TRADE
IN KEBUMEN REGENCY**

Tri Wahyu Pamungkas

Abstract

This study aims to examine the effect of work supervision on employee work discipline at the Department of Industry and Trade in Kebumen Regency. The samples in this study were 41 employees of Industry and Trade Department in Kebumen Regency. The data used were primary and secondary data. The independent variable was work supervision, while the dependent variable was employee workdiscipline. The method used in this research was simple regression analysis. The results of this study showed that $t_{count} = 3.065 > t_{table} = 2.02269$, the significance value $0.004 < 0.05$; it proved that H_0 was rejected while H_a was accepted. It meant there was a positive and significant influence of work supervision variables on the employee workdiscipline variables at the Department of Industry and Trade in Kebumen Regency. The R Square test results showed that the adjusted R2 value was equal to 0.173, which meant that the work discipline variable was influenced by the work supervision variable at the Industry and Trade Department in Kebumen Regency by 17.3%, while the remaining 82.7% was influenced by other variables, which were not included in this study.

Keywords: *Work Supervision, Work Discipline, Department of Industry and Trade Kebumen Regency.*