

**PENGARUH DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA
DINAS PEKERJAAN UMUM, PERUMAHAN DAN ENERGI SUMBER
DAYA MINERAL DAERAH ISTIMEWA YOGYAKARTA**

Shinta Eka Destiana

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin kerja terhadap kinerja pegawai pada Dinas Pekerjaan Umum, Perumahan dan Energi Sumber Daya Mineral Daerah Istimewa Yogyakarta. Sampel yang digunakan sebanyak 43 responden. Uji validitasnya dilakukan dengan membandingkan r hitung dengan r tabel, sedangkan uji reliabilitasnya menggunakan *Cronbach's Alpha*. Alat ukur terbukti valid dan reliabel untuk melakukan pengukuran. Untuk menguji hipotesis menggunakan analisis linier sederhana dengan menggunakan bantuan software SPSS versi 22. Disamping itu, dilakukan juga uji normalitas, uji linieritas, uji heteroskedastisitas, uji t , koefisiensi determinan (R^2) dan rata-rata hitung (mean). Hasil penelitian menunjukkan bahwa variabel disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Hasil persamaan regresi linier sederhana $Y = 13,845 + 0,501X$ dapat diartikan bahwa konstanta mempunyai nilai 13,854 (positif) berarti jika tidak ada kegiatan disiplin kerja (X), maka kinerja pegawai (Y) tetap ada sebesar nilai konstanta 13,845. Hasil pengujian hipotesis dapat dilihat dari perhitungan yang telah dilakukan diperoleh nilai t_{hitung} sebesar $3,707 > t_{tabel} 2,019$ dan hasil uji t signifikansi menunjukkan bahwa $sig 0,001 < 0,05$ maka H_0 ditolak dan H_a diterima artinya terdapat pengaruh signifikan variabel disiplin kerja terhadap kinerja pegawai. Dari koefisien determinan diketahui bahwa *Adjusted R Square* (R^2) adalah sebesar 0,233 (23,3%). Hasil tersebut berarti bahwa variabel disiplin mempengaruhi kinerja sebesar 23,3%, sedangkan sisanya 76,7% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini, misalnya Motivasi, Lingkungan dan Stres Kerja.

Kata Kunci: *Disiplin Kerja, Kinerja Pegawai*

**THE EFFECT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE
IN DEPARTMENT OF PUBLIC WORKS, HOUSING, AND MINERAL
ENERGY RESOURCES DIY**

Shinta Eka Destiana

Abstract

This study aims to determine the effect of work discipline on employee performance at the Department of Public Works, Housing and Energy, Mineral Resources, Yogyakarta Special Region. The sample used was 43 respondents. The validity test is done by comparing the r count with the r table, while the reliability test uses Cronbach's Alpha. The measuring instrument is proven valid and reliable for making measurements. To test the hypothesis using a simple linear analysis using SPSS version 22 software. In addition, normality test, linearity test, heteroscedasticity test, t test, determinant coefficient (R^2) and average arithmetic (mean) were also carried out. The results showed that the work discipline variable had a positive and significant effect on employee performance. The result of the simple linear regression equation $Y = 13.845 + 0.501X$ means that the constant has a value of 13.854 (positive), which means that if there is no work discipline (X), employee performance (Y) remains at a constant value of 13.845. The results of hypothesis testing can be seen from the calculations that have been made, the tcount value is $3.707 > t_{table} 2.019$ and the significance t test results show that $sig 0.001 < 0.05$, so H_0 is rejected and H_a is accepted, meaning that there is a significant influence on the work discipline variable on employee performance. From the determinant coefficient it is known that the Adjusted R Square (R^2) is 0.233 (23.3%). These results mean that the discipline variable affects performance by 23.3%, while the remaining 76.7% is influenced by other variables not included in this research model, such as motivation, environment and work stress.

Keywords: *Work Discipline, Employee Performance*