

# **PENGARUH DISIPLIN KERJA TERHADAP KINERJA PEGAWAI DINAS PERTANIAN, PANGAN, DAN PERIKANAN KABUPATEN SLEMAN**

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## **Abstrak**

Penelitian ini bertujuan untuk mengetahui tentang pandangan pegawai terhadap disiplin kerja dan kinerja pegawai dan bagaimana pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Dinas Pertanian, Pangan dan Perikanan Kabupaten Sleman. Penelitian ini adalah menentukan hubungan antara dua variabel yaitu Disiplin (X) dan Kinerja (Y). Data yang diperoleh dari penelitian ini adalah dari penyebaran kuisisioner dan wawancara di Dinas Pertanian, Pangan dan Perikanan Kabupaten Sleman sebanyak 73 pegawai. Hasil penelitian ini terdapat pengaruh positif variabel disiplin kerja terhadap kinerja pegawai. Berdasarkan hasil uji t diketahui disiplin kerja terhadap kinerja pegawai dengan nilai t hitung > t tabel ( $3,964 > 1,944$ ) dengan signifikan ( $0,000 < 0,05$ ) maka  $H_0$  ditolak dan  $H_a$  diterima, artinya semakin baik tingkat kedisiplinan yang dimiliki oleh seorang pegawai maka akan berpengaruh positif terhadap peningkatan kinerja pegawai. Hasil koefisien determinasi Adjusted R Square ( $R^2$ ) adalah sebesar 0,172, artinya variabel kinerja pegawai dipengaruhi oleh variabel disiplin kerja sebesar 17,2% sedangkan sisanya sebesar 82,2% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

**Kata Kunci:** *Disiplin, Kinerja*

**EFFECT OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE OF  
AGRICULTURAL, FOOD AND FISHERIES OFFICE  
IN SLEMAN DISTRICT**

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**Abstract**

*This study aims to determine the views of employees on work discipline and employee performance and how the influence of work discipline on employee performance in the Agriculture, Food and Fisheries Service of Sleman Regency. This study is to determine the relationship between two variables, namely Discipline (X) and Performance (Y). The data obtained from this research is from distributing questionnaires and interviews in the Agriculture, Food and Fisheries Office of Sleman Regency as many as 73 employees. The results of this study have a positive influence on work discipline variables on employee performance. Based on the results of the t test, it is known that work discipline on employee performance with a value of  $t_{count} > t_{table}$  ( $3,964 > 1,944$ ) significantly ( $0,000 < 0,05$ ) so that  $H_0$  is rejected and  $H_a$  is accepted, meaning that the better the level of discipline possessed by an employee will be has a positive effect on improving employee performance. The result of the coefficient of determination Adjusted R Square ( $R^2$ ) is 0.172, meaning that the employee performance variable is affected by the work discipline variable by 17.2%, while the remaining 82.2% is influenced by other variables not examined in this study.*

**Keywords:** Discipline, Performance