

PENGARUH DISIPLIN KERJA DAN PELATIHAN TERHADAP KINERJA PEGAWAI PDAM TIRTA BINANGUN KULON PROGO

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja dan pelatihan kerja terhadap kinerja pegawai secara versial, dan mengetahui disiplin kerja dan pelatihan terhadap kinerja pegawai secara silmultan. Penelitian ini dilakukan di PDAM Tirta Binangun Kulon Progo. Metode yang digunakan dalam pengambilan sampel adalah *probability sampling* dengan menggunakan *simple random sampling* sejumlah 50 responden. Metode pengumpulan data dilakukan dengan kuesioner. Metode analisis dalam penelitian ini menggunakan metode kuantitatif dengan menggunakan SPSS versi 2.2. teknik analisis data yang digunakan meliputi uji validitas, uji reabilitas, uji asumsi klasik, uji hupotesis, dan analisis regresi linear berganda. Hasil regresi linear berganda menunjukkan variabel disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan koefisien regresi 0,527. Pelatihan berpengaruh positif dan signifikan terhadap kinerja pegawai dengan koefisien regresi sebesar 0,438. Hasil perhitungan regresi linear berganda yang didapat $Y : 0,054 + 0,527 X_1 + 0,438 X_2$, hal ini ditunjukkan oleh $t_{hitung} > t_{tabel}$ ($4,260 > 2,011$) dan signifikan $0,000 < 0,05$. Variabel pelatihan berpengaruh positif dan signifikan terhadap kinerja pegawai, hasil ini di tunjukan oleh $t_{hitung} > t_{tabel}$ ($3,472 > 2,011$) dengan signifikan $0,001 < 0,05$. Hasil $F_{hitung} > F_{tabel}$ $27,808 > 3,16$, artinya terdapat pengaruh signifikan antara disiplin kerja dan pelatihan secara silmultan terhadap kinerja pegawai. Hasil uji akoesisien derteminan *Adjusted (R²)* adalah sebesar 0,522. Hal ini berarti 52,2% variabel dependen yaitu kinerja pegawai dapat dijelaskan oleh variabel independen yaitu disiplin kerja dan pelatihan, sedangkan sisanya sebesar 47,8% dijelas kan oleh variabel lain di luar penelitian. Misalnya lingkungan kerja fisik, budaya kerja motivasi.

Kata Kunci : *Disiplin Kerja, Pelatihan, Kinerja Pegawai.*

**THE INFLUENCE OF WORK DISCIPLINE AND TRAINING
ON EMPLOYEE PERFORMANCE OF PDAM TIRTA BINANGUN
KULON PROGO**

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Abstract

This study aims to analyze the effect of work discipline and job training on employee performance in a versial way, and to know the work discipline and training on employee performance simultaneously. This research was conducted at PDAM Tirta Binagun Kulon Progo. The method used in sampling is probability sampling using simple random sampling of 50 respondents. The data collection method was done by using a questionnaire. The method of analysis in this study uses quantitative methods using SPSS version 2.2. The data analysis techniques used include validity test, reliability test, classical assumption test, hypothesis test, and multiple linear regression analysis. The result of multiple linear regression shows that the work discipline variable has a positive and significant effect on employee performance with a regression coefficient of 0.527. Training has a positive and significant effect on employee performance with a regression coefficient of 0.438. The results of multiple linear regression calculations obtained $Y: 0.054 + 0.527 X_1 + 0.438 X_2$, this is shown by $t_{count} > t_{table}$ (4.260 > 2.011) and significant 0.000 < 0.05. The training variable has a positive and significant effect on employee performance, this result is shown by $t_{count} > t_{table}$ (3,472 > 2,011) with a significant 0.001 < 0.05. Results $F_{count} > F_{table}$ 27.808 > 3.16, meaning that there is a significant influence between work discipline and training simultaneously on employee performance. The result of the Adjusted determinant coefficient (R^2) is 0.522. This means that 52.2% of the dependent variable, namely employee performance, can be explained by independent variables, namely work discipline and training, while the remaining 47.8% is explained by other variables outside of the study, for example, physical work environment, motivational work culture.

Keywords: *Work Discipline, Training, Employee Performance.*