

PENGARUH DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA PLANT SALAKAN PT.INTI BETON

Rahmat Anas Fathulloh

Abstrak

Tugas akhir ini dibuat dengan judul “Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Pada Plant Salakan PT Inti Beton”. Adapun tujuan diadakannya penelitian ini adalah untuk mengetahui pengaruh disiplin kerja terhadap kinerja pegawai pada Plant Salakan PT Inti Beton. Teknik pengumpulan data yang digunakan dalam penelitian ini berupa penyebaran kuesioner, obeservasi dan wawancara. Responden yang ditetapkan dalah pegawai pada Plant Salakan PT Inti Beton dengan jumlah sampel 72 responden yang didapatkan dari jumlah populasi sebanyak 88 pegawai dan menggunakan teknik pengambilan sampel *probability sampling*. Analisis data dilakukan dengan menggunakan analisis regresi linear sederhana. Berdasarkan hasil uji t diketahui disiplin kerja memiliki t_{hitung} sebesar 6,913 dan t_{tabel} sebesar 1,99444 atau nilai signifikansi sebesar $0,000 < 0,05$. Nilai tersebut membuktikan bahwa hipotesis H_0 ditolak dan H_a diterima yang artinya variable disiplin kerja berpengaruh signifikan terhadap kinerja pegawai. Dari koefisien determinasi diketahui bahwa *Adjusted R Square* (R^2) adalah sebesar 0,397 (39,7%). Hal tersebut berarti bahwa variabel disiplin mempengaruhi kinerja sebesar 39,7%, sedangkan sisanya 60,3% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini, contohnya motivasi, lingkungan dan beban kerja.

Kata Kunci : *Kinerja Karyawan, Disiplin Kerja*

K_r 18/3 21

**THE INFLUENCE OF WORK DISCIPLINE
ON EMPLOYEE PERFORMANCE AT PLANT SALAKAN PT INTI BETON**

Rahmat Anas Fathulloh

Abstract

This final project was made with the title "The Effect of Work Discipline on Employee Performance at Plant Salakan PT Inti Beton". The purpose of this study was to determine the effect of work discipline on employee performance at Plant Salakan PT Inti Beton. The data techniques used in this study were questionnaires, observation and interviews. Respondents assigned were employees at Plant Salakan PT Inti Beton with a sample size of 72 respondents who were obtained from a total population of 88 employees and used probability sampling techniques. Data analysis was performed using simple linear regression analysis. Based on the results of the t test, it is known that work discipline has a t count of 6.913 and a t table of 1.99444 or a significance value of $0.000 < 0.05$. This value proves that the hypothesis H_0 is rejected and H_a is accepted, which means that the work discipline variable has a significant effect on employee performance. From the coefficient of determination, it is known that the Adjusted R Square (R^2) is 0.397 (39.7%). This means that the variables affect performance by 39.7%, while the remaining 60.3% is influenced by other variables not included in this research model, for example motivation, environment and workload.

Keywords : *Employee Performance, Work Discipline, Work Motivation*