

ANALISIS DISIPLIN KERJA DAN KINERJA PEGAWAI DI DINAS PERTANIAN DAN KETAHANAN PANGAN DAERAH ISTIMEWA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui (1) Bagaimana disiplin kerja pegawai di Dinas Pertanian dan Ketahanan Pangan Daerah Istimewa Yogyakarta (2) Bagaimana kinerja pegawai di Dinas Pertanian dan Ketahanan Pangan Daerah Istimewa Yogyakarta. Penelitian ini menggunakan metode kuantitatif dengan teknik pengumpulan data melalui kuesioner. Teknik pengumpulan sampel yang digunakan dalam penelitian ini adalah *simple random sampling* dengan menggunakan rumus Slovin sebagai penentuan pengambilan jumlah sampel. Sampel yang digunakan adalah 46 karyawan Dinas Pertanian dan Ketahanan Pangan Daerah Istimewa Yogyakarta. Penelitian ini menggunakan metode analisis data berupa Analisis Statistik Deskriptif, Uji Instrumen Penelitian berupa Uji Validitas dan Uji Reliabilitas, serta menggunakan Analisis Data Rata – Rata Hitung atau *Mean Aritmatik*. Hasil penelitian menunjukkan bahwa persepsi karyawan mengenai Disiplin Kerja dalam kategori cukup baik berdasarkan 5 indikator yaitu kehadiran, tata cara kerja, ketaatan pada peraturan, kesadaran bekerja, dan tanggung jawab dengan nilai rata-rata sebesar 3,24. Hasil analisis data persepsi Kinerja Pegawai adalah cukup baik berdasarkan 5 indikator yaitu jumlah pekerjaan, kualitas pekerjaan, ketepatan waktu, kehadiran, dan kemampuan kerja sama dengan nilai rata – rata sebesar 3.13.

Kata Kunci : *Disiplin Kerja, Kinerja Pegawai*

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**ANALYSIS OF EMPLOYEE'S DISCIPLINE AND PERFORMANCE IN THE
DEPARTMENT OF AGRICULTURE AND FOOD SECURITY OF
YOGYAKARTA SPECIAL REGION**

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Abstrak

This study aims to find out (1) How is the work discipline of employees at the Department of Agriculture and Food Security of the Special Region of Yogyakarta (2) How is the performance of employees at the Department of Agriculture and Food Security of the Special Region of Yogyakarta. This study uses quantitative methods with data collection techniques through questionnaires. The sampling technique used in this study was simple random sampling using the Slovin formula as a determination of the number of samples. The sample used was 46 employees of the Department of Agriculture and Food Security of the Special Region of Yogyakarta. This study uses data analysis methods in the form of Descriptive Statistical Analysis, Research Instrument Tests in the form of Validity and Reliability Tests, and uses Data Analysis of Average or Arithmetic Means. The results of the study indicate that the employee's perception of Work Discipline is in a fairly good category based on 5 indicators, namely attendance, work procedures, compliance with regulations, work awareness, and responsibility with an average value of 3.24. The results of the data analysis of employee performance perceptions are quite good based on 5 indicators, namely the number of jobs, quality of work, punctuality, attendance, and ability to work together with an average value of 3.13.

Keywords : Work Discipline, Employee Performance