

ABSTRAK

Pakja Albrens Hafriju Munthe, NPM : 71180312140, Pengaruh Disiplin Kerja dan Sikap Kerja terhadap Kinerja Pegawai di Perguruan SMA swasta Al-Azhar Medan, Medan Johor, Kota Medan, Pembimbing I : Iriani.,S.E.,M.Si. , Pembimbing II : Syafrizal.,S.E.,M.M.

SMA Swasta Al-Azhar Medan merupakan salah satu Sekolah Menengah Atas Swasta ternama yang ada di Provinsi Sumatera Utara, Indonesia. Penulis merumuskan permasalahan yang ada yaitu apakah Disiplin Kerja berpengaruh terhadap kinerja Pegawai di SMA Swasta Al-Azhar Medan, apakah Sikap kerja berpengaruh terhadap kinerja Pegawai di SMA Swasta Al-Azhar Medan, apakah Disiplin Kerja dan Sikap kerja berpengaruh terhadap kinerja Pegawai di SMA Swasta Al-Azhar Medan. Adapun tujuan penelitian ini adalah untuk mengetahui pengaruh Disiplin Kerja terhadap kinerja Pegawai, pengaruh Sikap kerja terhadap kinerja Pegawai dan pengaruh Disiplin Kerja dan Sikap kerja terhadap kinerja Pegawai di Perguruan SMA Swasta Al-Azhar Medan.

Populasi dalam penelitian ini adalah Pegawai di SMA Swasta Al-Azhar Medan yang berjumlah 40 orang dan yang dijadikan sampel sebanyak 40 orang responden (100% dari populasi). Data yang diperoleh dalam penelitian ini adalah data primer yang diperoleh dari kuesioner. Teknik analisis data yang digunakan adalah analisis regresi linear berganda dan uji hipotesis menggunakan uji F dan Uji t. Berdasarkan hasil penelitian diketahui bahwa Disiplin Kerja berpengaruh positif dan signifikan terhadap kinerja Pegawai SMA Swasta Al-Azhar Medan. Hal ini terbukti dari hasil uji t dimana t_{hitung} sebesar 2,408 (t_{tabel} 2,026), koefisien regresi sebesar 0,337 dan nilai probabilitas sebesar 0,021. Sikap kerja berpengaruh positif dan signifikan terhadap kinerja Pegawai SMA Swasta Al-Azhar Medan, hal ini terbukti dari hasil uji t_{hitung} sebesar 4,116 (t_{tabel} 2,026), koefisien regresi sebesar 0,504 dan nilai probabilitas sebesar 0,000. Disiplin Kerja dan Sikap Kerja berpengaruh positif dan signifikan terhadap kinerja Pegawai SMA Swasta Al-Azhar Medan. Hal ini terbukti dari hasil uji F dimana F_{hitung} sebesar 22,466 lebih besar dari F_{tabel} 3,24 dengan nilai signifikansi (sig.) sebesar 0,000, dan Disiplin Kerja dan Sikap Kerja berpengaruh positif terhadap kinerja Pegawai SMA Swasta Al-Azhar Medan, didapatkan nilai koefisien determinasi R^2 sebesar 0,548 hal ini menunjukkan bahwa sebesar 54,8% kinerja Pegawai SMA Swasta Al-Azhar Medan dipengaruhi oleh variasi kedua variabel independent yang digunakan, sedangkan sisanya dipengaruhi oleh faktor lain sebesar 45,2% (yaitu : dari Kompensasi, Lingkungan kerja, Motivasi, dan Kepemimpinan).

Kata Kunci: Disiplin Kerja, Sikap kerja, kinerja Pegawai

ABSTRACT

Pakja Albrens Hafriju Munthe, NPM : 71180312140, The Influence of Work Discipline and Work Attitudes on Employee Performance at Al-Azhar Private High School Medan, Medan Johor, Medan City, supervising lecturerI : Iriani.,S.E.,M.Si., supervising lecturerII : Syafrizal.,S.E.,M.M.

Al-Azhar Private High School Medan is one of the leading private high schools in North Sumatra Province, Indonesia. The author formulates the existing problems, namely whether Work Discipline has an effect on employee performance at Al-Azhar Private High School Medan, whether work attitude affects employee performance at Al-Azhar Private High School Medan, whether work discipline and work attitude affect employee performance at Al-Azhar Private High School. The purpose of this study was to determine the effect of work discipline on employee performance, the effect of work attitude on employee performance and the effect of work discipline and work attitude on employee performance at Al-Azhar Private High School Medan.

The population in this study were employees at the Al-Azhar Private High School Medan, totaling 40 people and the sample being 40 respondents (100% of the population). The data obtained in this study are primary data obtained from questionnaires. The data analysis technique used is multiple linear regression analysis and hypothesis testing using the F test and t test. Based on the results of the study, it is known that Work Discipline has a positive and significant effect on the performance of Al-Azhar Private High School Medan employees. This is evident from the results of the t-test where t_{count} is 2.408 (t_{table} 2.026), the regression coefficient is 0.337 and the probability value is 0.021. Work attitude has a positive and significant effect on the performance of Al-Azhar Private High School Medan employees, this is evident from the results of the t-test of 4.116 (t_{table} 2.026), the regression coefficient of 0.504 and the probability value of 0.000. Work Discipline and Work Attitude have a positive and significant impact on the performance of Al-Azhar Medan Private High School Employees. This is evident from the results of the F test where F_{count} is 22.466 which is greater than F_{table} 3.24 with a significance value (sig.) of 0.000, and Work Discipline and Work Attitude have a positive effect on the performance of Al-Azhar Private High School Medan Employees, the coefficient of determination is obtained. R^2 of 0.548 this indicates that 54.8% of the performance of Al-Azhar Private High School Medan employees is influenced by the variation of the two independent variables used, while the rest is influenced by other factors of 45.2% (namely: from Compensation, work Environment, Motivation, and Leadership).

Keywords: Work Discipline, Work Attitude, Employee Performance