

Abstrak

Rizal Fahrizi, No. NPM : 71180312019, Pengaruh Pengawasan dan Disiplin Kerja Terhadap Kinerja Pegawai di Kantor Camat Medan Johor. Dibimbing oleh Bapak Dr. Eddi Suprayitno.,S.E.,M.M sebagai Pembimbing I dan Bapak Fauzi.,S.E.,M.M sebagai Pembimbing II, Skripsi, 2022

Penelitian ini membahas tentang apakah pengaruh pengawasan dan disiplin kerja terhadap kinerja pegawai di Kantor Camat Medan Johor. Kinerja dapat meningkat jika pengawasan dan disiplin kerja pegawainya baik, Identifikasi masalah pada penelitian ini adalah masih adanya pegawai yang tidak menyelesaikan pekerjaan dengan tepat waktu. Penelitian ini bertujuan untuk mengetahui apakah pengawasan berpengaruh terhadap kinerja pegawai di Kantor Camat Medan Johor, pengaruh Disiplin Kerja terhadap kinerja pegawai di Kantor Camat Medan Johor, pengaruh Pengawasan dan Disiplin Kerja terhadap Kinerja Pegawai di Kantor Camat Medan Johor. Penelitian ini merupakan penelitian deskriptif kuantitatif, bertujuan untuk mengetahui hubungan antara dua variabel atau lebih. Populasi penelitian ini adalah pegawai di Kantor Camat Medan Johor yaitu sebanyak 44 pegawai. Sampel penelitian didapatkan menggunakan seluruh populasi untuk dijadikan sampel yaitu sebanyak 44 pegawai. Teknik analisis yang digunakan adalah analisis regresi linier berganda. Uji kesesuaian dengan menggunakan uji t dan uji F. Berdasarkan hasil pengujian secara parsial diketahui bahwa pengawasan berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Camat Medan Johor dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Camat Medan Johor. Adapun hasil penelitian secara simultan menunjukkan bahwa pengawasan dan disiplin kerja secara bersama-sama juga berpengaruh positif dan signifikan terhadap kinerja pegawai di Kantor Camat Medan Johor.

Kata Kunci : Pengawasan, Disiplin Kerja, Kinerja Pegawai

Abstract

Rizal Fahrizi, No. NPM : 71180312019, Effect of Supervision and Work Discipline on Employee Performance at the Johor Medan Sub-District Office. Supervised by Mr. Dr. Eddi Suprayitno.,S.E.,M.M as Supervisor I and Mr. Fauzi.,S.E.,M.M as Supervisor II, Thesis, 2022

This study discusses whether the influence of supervision and work discipline on employee performance at the Medan Johor Sub-District Office. Performance can increase if the supervision and work discipline of the employees are good. The identification of the problem in this study is that there are still employees who do not complete the work on time. This study aims to determine whether supervision has an effect on employee performance at the Johor Medan Sub-District Office, the effect of Work Discipline on employee performance at the Johor Medan Sub-District Office, and the influence of Supervision and Work Discipline on Employee Performance at the Johor Medan Sub-District Office. This research is a quantitative descriptive study, which aims to determine the relationship between two or more variables. The population of this study were employees at the Medan Johor Sub-district Office, which were 44 employees. The research sample was obtained using the entire population to be used as a sample, namely as many as 44 employees. The analysis technique used is multiple linear regression analysis. The suitability test used the t test and the F test. Based on the partial test results, it is known that supervision has a positive and significant effect on employee performance at the Johor Medan Sub-District Office and work discipline has a positive and significant impact on employee performance at the Johor Medan Sub-District Office. The results of the research simultaneously show that supervision and work discipline together also have a positive and significant effect on employee performance at the Johor Medan Sub-District Office.

Keywords: Supervision, Work Discipline, Employee Performance