

ABSTRAK

Nama : Nurhalimah. NPM. 71200312010. Pengaruh Kepemimpinan Dan Disiplin Kerja Terhadap Kinerja Pegawai Di Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan yang berlokasi di Jl.Tanjung Berombang, Dsn.V Desa Asahan Mati. Di Bimbing oleh : Bapak Dr. T Ahmad Helmi.S.E.,M.Si. sebagai Dosen Pembimbing I Dan Bapak Ahmad Husin Lubis.S.E.,M.M. sebagai Dosen Pembimbing II.

Rumusan masalah pada penelitian ini adalah seberapa besar pengaruh kepemimpinan terhadap kinerja pegawai di Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan, seberapa besar pengaruh disiplin kerja terhadap kinerja pegawai di Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan, seberapa besar pengaruh kepemimpinan dan disiplin kerja terhadap kinerja pegawai di Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan.

Tujuan penelitian ini adalah untuk mengetahui pengaruh kepemimpinan dan disiplin kerja terhadap kinerja pegawai di Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan.

Penelitian ini dilakukan di Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan yang berlokasi di Jl.Tanjung Berombang, Dsn.V Desa Asahan Mati. Adapun populasi dalam penelitian ini adalah seluruh pegawai pada Kantor Camat Tanjung Balai Pemerintah Kabupaten Asahan sebanyak 33 orang. Penentuan sampel yang diambil dengan menggunakan teknik sampling jenuh dimana semua populasi ini dijadikan sampel.

Berdasarkan hasil penelitian ini maka dapat disimpulkan bahwa kepemimpinan berpengaruh terhadap kinerja pegawai. Disiplin kerja tidak berpengaruh terhadap kinerja pegawai. Dari perhitungan ini diperoleh bahwa kepemimpinan dan disiplin kerja berpengaruh terhadap kinerja pegawai. Dari hasil uji parsial, maka dapat dilihat bahwa variabel kepemimpinan berpengaruh terhadap kinerja pegawai dan variabel disiplin kerja tidak berpengaruh terhadap kinerja pegawai. Dapat disimpulkan bahwa berdasarkan nilai regresi diperoleh persamaan regresi linear berganda sebagai berikut : $Y=7,591 + 0,757X_1 - 0,046X_2$. Berdasarkan pada nilai tabel sebelumnya diperoleh nilai Adjusted R Square sebesar 0,432 atau 43,2% ini artinya bahwa kepemimpinan dan disiplin kerja memberikan kontribusi terhadap variabel kinerja pegawai sebesar 43,2% dan sisanya sebesar 57,8% dipengaruhi oleh faktor lain.

Kata Kunci : Kepemimpinan, Disiplin Kerja, Kinerja Pegawai

ABSTRACT

Name: Nurhalimah. NPM. 71200312010. The Influence of Leadership and Work Discipline on Employee Performance at the Tanjung Sub-district Office of the Asahan Regency Government Center located on Jl. Tanjung Berombang, Dsn.V Asahan Mati Village. Guided by: Mr. Dr. T Ahmad Helmi.S.E., M.Sc. as Supervisor I and Mr. Ahmad Husin Lubis.S.E., M.M. as Supervisor II.

The formulation of the problem in this study is how much influence of leadership on employee performance at the Tanjung Sub-district Office of the Asahan Regency Government Hall, how much influence of work discipline on the performance of employees at the Tanjung Balai Sub-district Office of the Asahan Regency Government, how much influence of leadership and work discipline on the performance of employees at the Tanjung Balai Sub-district Office of the Asahan Regency Government.

The purpose of this study is to determine the influence of leadership and work discipline on employee performance at the Tanjung Balai Sub-district Office, Asahan Regency Government.

This research was conducted at the Tanjung Balai Sub-district Office of the Asahan Regency Government which is located on Jl. Tanjung Berombang, Dsn.V Asahan Mati Village. The population in this study is all employees at the Tanjung Balai Sub-district Office, Asahan Regency Government as many as 33 people. The determination of the sample was taken using a saturated sampling technique where all of these populations were used as samples.

Based on the results of this study, it can be concluded that leadership affects employee performance. Work discipline has no effect on employee performance. From this calculation, it was obtained that leadership and work discipline affect employee performance. From the results of the partial test, it can be seen that the leadership variable has an effect on employee performance and the work discipline variable has no effect on employee performance. It can be concluded that based on the regression value, the multiple linear regression equation is obtained as follows: $Y=7.591 + 0.757X_1 - 0.046X_2$. Based on the value of the previous table, the Adjusted R Square of 0.432 or 43.2% is obtained, which means that leadership and work discipline contribute to the employee performance variable by 43.2% and the remaining 57.8% is influenced by other factors.

Keywords: Leadership, Work Discipline, Employee Performance