

ABSTRAK

**AQILLA FADIA HAYA, NIM/NPM: 21.312004/71210312004, JUDUL :
PENGARUH DISIPLIN KERJA DAN KOMUNIKASI TERHADAP
KINERJA PEGAWAI DI PT. SUMATERA INTI KARET MARINDAL”,
Dibimbing Oleh Dr. Nur M Ridha Tarigan, SE, MM dan Ismail, SE, MM,
Skripsi, 2025.**

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja, dan komunikasi secara parsial dan secara bersamaan terhadap kinerja pegawai di PT. Sumatera Inti Karet Marindal. Hipotesis yang diajukan adalah : Ada pengaruh yang signifikan disiplin kerja dan komunikasi secara parsial dan secara bersama-sama terhadap kinerja pegawai di PT. Sumatera Inti Karet Marindal. Penelitian dilakukan di PT. Sumatera Inti Karet Marindal yang beralamat di jalan Roso Melati 5 Dusun 8 Marindal 1, Kabupaten Deli Serdang, Provisnis Sumatera Utara, dengan populasi sebanyak 101 orang, dan sampel penelitian sebanyak 50 orang. Berdasarkan hasil analisis diperoleh disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Sumatera Inti Karet Marindal, hal ini didukung hasil analisis thitung > t-tabel ($3,529 > 2,012$) pada $n = 50$ pada taraf sigfifikansi 95%. Komunikasi berpengaruh positif dan signifikan terhadap kinerja pegawai PT. Sumatera Inti Karet Marindal, hal ini didukung analisis thitung > t-tabel ($4,190 > 2,012$) pada $n = 50$ pada taraf sigfifikansi 95%. Nilai F-hitung > F tabel ($27,171 > 3,20$) hal ini menyatakan bahwa secara bersama-sama (multiple) terdapat pengaruh positif dan signifikan disiplin kerja dan komunikasi terhadap kinerja pegawai PT. Sumatera Inti Karet Marindal. Dengan demikian hipotesis yang diajukan diterima kebenarannya.

Kata kunci : Disiplin kerja, Komunikasi serta Kinerja Pegawai

ABSTRACT

AQILLA FADIA HAYA, NIM/NPM: 21.312004/71210312004, LITTLE : INFLUENCE OF WORK DISCIPLINE AND COMMUNICATION ON PERFORMANCE OF EMPLOYEES WORKIN PT. SUMATERA INTI KARET MARINDAL", Guided by Dr. Nur M Ridha Tarigan, SE, MM, M.Si and Ismail, SE, MM, Thesis, 2025.

This study aims to analyze the influence of work discipline and communication partially and simultaneously on the performance of employees work in the PT. Sumatera Inti Karet Marindal. The hypothesis proposed is: There is a significant effect of work discipline and communication partially and jointly on the performance of employees workin the PT. Sumatera Inti Karet Marindal. The study was conducted at the PT. Sumatera Inti Karet Marindal Jalan Roso Melati 5 Dusun 8 Marindal 1, Kabupaten Deli Serdang, Provisnis Sumatera Utara, with a population of 101 people, and a study sample of 50 people.

Based on the analysis results obtained work discipline have a positive and significant effect on the performance of employees work of the PT. Sumatera Inti Karet Marindal, this is supported by the results of t count analysis $t > t\text{-table}$ ($3,529 > 2,012$) at $n = 50$ at 95% significance level. Communication has a positif and significant effect on the performance of employees work of the PT. Sumatera Inti Karet Marindal, this is supported by an analysis of t count $t > t\text{-table}$ ($4,190 > 2,012$) at $n = 50$ at 95% significance level. Value of F-count $F > F\text{-table}$ ($27,171 > 3,20$) This states that together (multiple) there are positive and significant effects of work discipline and communication on the performance of employees work of employees of the PT. Sumatera Inti Karet Marindal. Thus the hypothesis proposed is accepted by the truth.

Keyworld: Work discipline, Communication and Performance of Employees Work.