

## **ABSTRAK**

**Lutfya Dwi Syahra, NPM: 71210312010, Judul: Pengaruh Sikap Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Outsourcing Divisi Maintenance di CV. Maju Bersama Kuala Tanjung, Dibimbing oleh: Dr. Yusrita.S.E.,M.M sebagai Pembimbing I, dan Julienda Br Harahap.S.E.,M.M sebagai Pembimbing II, Skripsi: 2025.**

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh sikap kerja dan disiplin kerja terhadap kinerja karyawan outsourcing divisi maintenance di CV. Maju Bersama Kuala Tanjung. Populasi dalam penelitian ini adalah seluruh karyawan CV. Maju Bersama Kuala Tanjung yang berjumlah 69 orang dan penarikan sampel dilakukan dengan total sampling sehingga 69 orang responden dijadikan sampel. Sumber data penelitian ini menggunakan data primer, yaitu sumber yang dicatat langsung oleh peneliti melalui hasil kuesioner. Teknik analisis data yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan Sikap Kerja secara partial tidak berpengaruh signifikan terhadap kinerja karyawan. Disiplin Kerja secara partial berpengaruh positif dan signifikan terhadap kinerja karyawan. Sikap Kerja dan Disiplin Kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja karyawan CV. Maju Bersama Kuala Tanjung.

**Kata Kunci : Sikap Kerja, Disiplin Kerja, Kinerja Karyawan**

## **ABSTRACT**

***Lutfya Dwi Syahra, NPM: 71210312010, Title: The Influence of Work Attitude and Work Discipline on the Performance of Outsourcing Employees in the Maintenance Division at CV. Maju Bersama Kuala Tanjung, Supervised by: Dr. Yusrita.S.E.,M.M as Supervisor I, and Julienda Br Harahap.S.E.,M.M as Supervisor II, Thesis: 2025.***

*This study aims to determine and analyze the influence of work attitude and work discipline on the performance of outsourcing employees in the maintenance division at CV. Maju Bersama Kuala Tanjung. The population in this study were all employees of CV. Maju Bersama Kuala Tanjung totaling 69 people and sampling was carried out with total sampling so that 69 respondents were used as samples. The data source of this study uses primary data, namely sources recorded directly by researchers through questionnaire results. The data analysis technique used is multiple linear regression. The results of the study indicate that Work Attitude partially has no significant effect on employee performance. Work Discipline partially has a positive and significant effect on employee performance. Work Attitude and Work Discipline simultaneously have a positive and significant effect on employee performance at CV. Maju Bersama Kuala Tanjung.*

***Keywords: Work Attitude, Work Discipline, Employee Performance***