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Rumusan masalah dalam penelitian ini adalah Bagaimana pengaruh Loyalitas dan Disiplin Kerja Terhadap Kinerja Pegawai di Kantor Camat Medan Marelan baik secara parsial maupun simultan. Penelitian Ini bertujuan untuk mengetahui Loyalitas dan Disiplin Kerja terhadap Kinerja Pegawai di Kantor tersebut. Populasi dan sampel penelitian ini adalah seluruh Pegawai yang berjumlah 52 orang. Teknik pengambilan sampel menggunakan Total Sampling yaitu mengambil seluruh Populasi sebagai sampel. Teknik pengumpulan data yang digunakan adalah angket, studi kepustakaan dan studi dokumentasi. Hasil penelitian ini adalah secara parsial variable Loyalitas berpengaruh Positif dan signifikan terhadap Kinerja Pegawai dengan nilai $t_{hitung} > t_{tabel}$, ($2,245 > 1,675$), variable Disiplin Kerja berpengaruh Positif dan signifikan terhadap Kinerja Pegawai dengan nilai $t_{hitung} > t_{tabel}$, ($3,746 > 1,675$). Secara Simultan variabel Loyalitas dan Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai di Kantor Camat Medan Marelan dengan nilai $F_{hitung} > F_{tabel}$, ($10,835 > 3,18$). Nilai R^2 (RSquare) sebesar 0.544, yang berarti bahwa variabel Loyalitas dan Disiplin Kerja berpengaruh Positif dan signifikan terhadap Kinerja Pegawai di Kantor Camat Medan Marelan sebesar 54,40%, dan sisanya sebesar 45,60% lagi, dipengaruhi oleh faktor-faktor lain yang tidak diteliti.

Kata Kunci : Loyalitas, Disiplin Kerja dan Kinerja

ABSTRACT

Niken Kissara Putri, (2025). The Influence of Loyalty and Work Discipline on Employee Performance at the Medan Marelan Sub-district Office. Under the guidance of Dr. Supar Wasesa, SE, MM., as Supervisor I, Julkarnaen, S.Ag., SE, MM, as Supervisor II.

The formulation of the problem in this study is How do Loyalty and Work Discipline affect Employee Performance at the Medan Marelan Sub-district Office, both partially and simultaneously. This study aims to determine Loyalty and Work Discipline on Employee Performance at the Office. The population and sample of this study were all 52 employees. The sampling technique used Total Sampling, namely taking the entire population as a sample. Data collection techniques used were questionnaires, literature studies and documentation studies. The results of this study are that partially the Loyalty variable has a positive and significant effect on Employee Performance with a $t_{count} > t_{table}$, ($2.245 > 1.675$), the Work Discipline variable has a positive and significant effect on Employee Performance with a $t_{count} > t_{table}$, ($3.746 > 1.675$). Simultaneously, the Loyalty and Work Discipline variables have a positive and significant effect on Employee Performance at the Medan Marelan Sub-district Office with a $F_{count} > F_{table}$, ($10.835 > 3.18$). The R^2 value (RSquare) is 0.544, which means that the variables of Loyalty and Work Discipline have a positive and significant effect on Employee Performance at the Medan Marelan District Office by 54.40%, and the remaining 45.60% is influenced by other factors not studied.

Keywords: Loyalty, Work Discipline and Performance