ABSTRAK

NIKKEN AYU MASANDA, NPM : 71220312036, JUDUL : PENGARUH DISIPLIN KERJA DAN PENGAWASAN TERHADAP KINERJA KARYAWAN DI PABRIK KERUPUK AWENG MEDAN DELI", Dibimbing Oleh Dr.H.Nur M Ridha Tarigan., S.E., M.M dan M.Nelson Pinem.S.T., M.M, Skripsi, 2026.

Tujuan penelitian ini adalah untuk melihat pengaruh disiplin kerja dan pengawasan terhadap kinerja karyawan di Pabrik Kerupuk Aweng Medan Deli, yang berlokasi di Jalan Suasa selatan pasar III B Mabar Hilir, Medan Deli, Sumatera Utara. Populasi studi ini jumlahnya 35 orang dengan sample ada 34 orang. Teknik pengumpulan data di lakukan melalui pengamatan, wawancara, angket, studi dokumentasi, studi kepustakaan. Temuan memperlihatkan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan di Pabrik Kerupuk Aweng Medan Deli, Pengawasan juga berpengaruh positif dan signifikan terhadap kinerja karyawan di Pabrik Kerupuk Aweng Medan Deli. secara bersamaan disiplin kerja dan pengawasan berpengaruh positif dan signifikan terhadap kinerja karyawan di Pabrik Kerupuk Aweng Medan Deli. Maka dari itu, hipotesis disampaikan terbukti benar. Saran penelitian ini perlu meningkatkan disiplin kerja dan memperkuat pengawasan, serta mengembangkan penelitian selanjutnya.

Kata Kunci : Disiplin kerja, pengawasan serta kinerja karyawan.

ABSTRACT

NIKKEN AYU MASANDA, NPM : 71220312036, LITTLE : INFLUENCE OF WORK DISCIPLINE AND SUPERVISION ON EMPLOYEES PERFORMANCE IN PABRIK KERUPUK AWENG MEDAN DELI", Guided by Dr.H.Nur M Ridha Tarigan., S.E., M.M and M.Nelson Pinem.S.T., M.M, Thesis, 2026.

The aim of yhis study is to see the influence how employee performance at the Pabrik Kerupuk Aweng Medan Deli, situated on Jalan Suasa Selatan Pasar III B Maber Hilir, Medan Deli, Sumatera Utara, is affected by work discipline and supervision. There were 35 individuals in the study population, and 34 persons made up the sample. Data collection techniques were carried out through observation, interviews, questionnaires, documentation studies, and literature studies. The findings show that work discipline has a positive and significant effect on employee performance at the Pabrik Kerupuk Aweng Medan Deli. Supervision also has a positive and significant effect on employee performance at the Pabrik Kerupuk Aweng Medan Deli. Simultaneously, work discipline and supervision have a positive and significant effect on employee performance at the Pabrik Kerupuk Aweng Medan. Thus, theory has been validated. This research suggests that work discipline needs to be improved and supervision strengthened, as well as further research needs to be developed.

Keyworld : work discipline, supervision and employee performance.