

ABSTRAK

PENGARUH KUALITAS PENGAWASAN DAN KETEGASAN PIMPINAN TERHADAP DISIPLIN KERJA KARYAWAN DI BALAI PENELITIAN TANAMAN SAYURAN

Penelitian ini bertujuan untuk mengetahui gambaran pengaruh kualitas pengawasan dan ketegasan pimpinan terhadap disiplin kerja, untuk mengetahui tingkat disiplin kerja karyawan pada di Balitsa, jenis penelitian ini merupakan penelitian deskriptif dengan menggunakan metode deskriptif asosiatif dan pendekatan kuantitatif yang menggambarkan pengaruh kualitas pengawasan dan ketegasan pimpinan terhadap disiplin kerja. Adapun populasi dalam penelitian ini adalah seluruh karyawan Balitsa yang berstatus Aparatur Sipil Negara (ASN) di Balitsa sebanyak 159 orang. Sampel dalam penelitian ini yaitu 80 orang sesuai perhitungan dari rumus skala likert. Teknik pengumpulan data yang digunakan dalam penelitian ini yaitu teknik observasi, angket/ kuesioner, dan dokumentasi.

Hasil penelitian menunjukkan bahwa Rekapitulasi tanggapan responden mengenai kualitas pengawasan di Balitsa dikategorikan sangat baik. Sehingga dapat diambil kesimpulan bahwa kualitas pengawasan yang dilakukan pimpinan di Balitsa sudah dilakukan dengan sangat baik, begitupun tanggapan responden mengenai ketegasan pimpinan di Balitsa terkategori sangat baik sehingga dapat diambil kesimpulan bahwa pimpinan di Balitsa memiliki ketegasan yang sangat baik, dan tanggapan responden mengenai disiplin kerja karyawan di Balitsa dikategorikan sangat tinggi dan dapat diambil kesimpulan bahwa karyawan Balitsa memiliki disiplin kerja yang sangat tinggi.

Secara simultan, kualitas pengawasan dan ketegasan pimpinan berpengaruh signifikan terhadap disiplin kerja pegawai di Balitsa dengan kontribusi yang diberikan sebesar 58,4%, sedangkan sisanya sebesar 41,6% lainnya merupakan kontribusi dari variabel lain yang tidak diteliti.

ABSTRACT

THE EFFECT OF SUPERVISION QUALITY AND LEADERSHIP ASSESSMENT ON WORK DISCIPLINE OF EMPLOYEES IN VEGETABLES OF RESEARCH PLANT

This study aims to determine the picture of the influence of the quality of supervision and firmness of leadership on work discipline, to find out the level of work discipline of employees at Balitsa, this type of research is descriptive research using quantitative methods associative descriptive and approaches that illustrate the influence of leadership quality and firmness on work discipline. The population in this study were all Balitsa employees with the status of State Civil Apparatus (ASN) in Balitsa as many as 159 people. The sample in this study was 80 people according to calculations from the Likert scale formula. Data collection techniques used in this study were observation techniques, questionnaires / questionnaires, and documentation.

The results showed that the recapitulation of respondents' responses regarding the quality of supervision at Balitsa was categorized very well. So that it can be concluded that the quality of supervision carried out by the leadership at Balitsa has been done very well, as well as respondents' responses regarding the assertiveness of the leadership in Balitsa are categorized very well so that it can be concluded that the leadership at Balitsa has very good firmness, and respondents' responses regarding employee work discipline in Balitsa is categorized very high and it can be concluded that Balitsa employees have very high work discipline.

Simultaneously, the quality of supervision and assertiveness of the leadership has a significant effect on the work discipline of employees in Balitsa with a contribution of 58.4%, while the remaining 41.6% is contributed by other variables not examined.