

## **ABSTRAK**

### **PENGARUH DISIPLIN KERJA TERHADAP KINERJA KARYAWAN (Studi Kasus pada Kantor Kecamatan Mandalajati)**

Oleh: Nouval Alwi Fachrudin

Kinerja karyawan merupakan elemen krusial bagi keberhasilan organisasi, terutama di sektor pelayanan publik seperti Kantor Kecamatan Mandalajati, di mana tuntutan globalisasi dan ekspektasi masyarakat terus meningkat. Disiplin kerja diidentifikasi sebagai faktor penting yang memengaruhi kinerja ini. Penelitian ini termotivasi oleh adanya indikasi disiplin kerja yang belum optimal di Kantor Kecamatan Mandalajati, seperti keterlambatan, penyalahgunaan jam kerja, serta ketidakpatuhan terhadap target dan jadwal penyelesaian tugas. Tujuan utama studi ini adalah untuk menganalisis dampak disiplin kerja terhadap kinerja karyawan. Penelitian ini mengadopsi pendekatan kuantitatif, dengan data dikumpulkan melalui kuesioner yang disebarakan kepada 40 responden. Analisis data dilakukan menggunakan berbagai uji statistik, termasuk uji validitas, reliabilitas, normalitas, regresi linier sederhana, koefisien korelasi Pearson Product Moment, dan koefisien determinasi. Hasil penelitian secara jelas menunjukkan bahwa disiplin kerja memiliki pengaruh yang signifikan dan positif terhadap kinerja karyawan, dibuktikan dengan koefisien regresi sebesar 1,003. Hubungan yang kuat antara disiplin kerja dan kinerja karyawan ditunjukkan oleh koefisien korelasi sebesar 0,713. Lebih lanjut, koefisien determinasi sebesar 0,508 (50,8%) mengindikasikan bahwa disiplin kerja menjelaskan lebih dari separuh variasi dalam kinerja karyawan, sementara sisanya (49,2%) dipengaruhi oleh faktor-faktor lain di luar lingkup penelitian ini. Oleh karena itu, dapat disimpulkan bahwa peningkatan disiplin kerja secara langsung berkontribusi pada peningkatan kinerja karyawan di Kantor Kecamatan Mandalajati.

Kata Kunci: Disiplin Kerja, Kinerja Karyawan, Manajemen Sumber Daya Manusia.

## ABSTRAC

### THE INFLUENCE OF WORK DISCIPLINE ON EMPLOYEE PERFORMANCE (A Case Study at Mandalajati Sub-district Office)

By: Nouval Alwi Fachrudin

Employee performance is a crucial element for organizational success, especially in public service sectors like the Mandalajati Sub-district Office, where the demands of globalization and public expectations are continuously rising. Work discipline has been identified as a significant factor influencing this performance. This research was motivated by indications of suboptimal work discipline at the Mandalajati Sub-district Office, evidenced by issues such as tardiness, misuse of working hours, and non-compliance with task targets and completion schedules. The primary objective of this study is to analyze the impact of work discipline on employee performance. This research adopted a quantitative approach, with data collected through questionnaires distributed to 40 respondents. Data analysis was conducted using various statistical tests, including validity, reliability, normality, simple linear regression, Pearson Product Moment correlation coefficient, and coefficient of determination tests. The research findings clearly demonstrate that work discipline has a significant and positive influence on employee performance, as evidenced by a regression coefficient of 1.003. A strong relationship between work discipline and employee performance is indicated by a correlation coefficient of 0.713. Furthermore, a coefficient of determination of 0.508 (50.8%) suggests that work discipline explains more than half of the variation in employee performance, while the remaining 49.2% is influenced by other factors outside the scope of this study. Therefore, it can be concluded that an improvement in work discipline directly contributes to the enhancement of employee performance at the Mandalajati Sub-district Office.

Keywords: Work Discipline, Employee Performance, Human Resource Management.