

ABSTRAK

PENGARUH PENGAWASAN, KEDISIPLINAN DAN KEPUASAN TERHADAP KINERJA PEGAWAI DINAS PEKERJAAN UMUM KOTA MEDAN

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Peneliti mengambil objek pada Dinas Pekerjaan Umum Kota Medan, alasan pemilihan objek disebabkan karena terdapatnya penurunan kinerja pegawai pada Dinas Pekerjaan Umum Kota Medan. Pengawasan pegawai terjadi dikarenakan kedisiplinan dalam hal ketepatan waktu masih kurang optimal disebabkan pegawai masih sering datang terlambat serta kurangnya perhatian dari Dinas Pekerjaan Umum Kota Medan yang mengakibatkan terdapatnya rasa ketidakpuasan bagi pegawai. Metode penelitian yang digunakan oleh peneliti adalah pendekatan kuantitatif, jenis penelitian adalah deskriptif kuantitatif dan sifat penelitian deskriptif *explanatory*. Metode pengumpulan data dilakukan dengan kuesioner, dan wawancara. Metode analisis yang digunakan adalah regresi linier berganda, koefisien determinasi pengujian secara simultan dan parsial. Populasi penelitian ini adalah seluruh pegawai yang bekerja pada Dinas Pekerjaan Umum Kota Medan yang berjumlah 123 orang. Teknik pengambilan sampel menggunakan sampel jenuh dimana 123 orang pegawai dari Dinas Pekerjaan Umum Kota Medan sebagai uji validitas dan uji reliabilitas. Hasil hipotesis menunjukkan bahwa kedisiplinan dan kepuasan kerja secara simultan maupun parsial berpengaruh positif dan signifikan terhadap kinerja, dimana koefisien determinasinya sebesar 33,7%. Kesimpulan dari penelitian ini adalah pengawasan, kedisiplinan, dan kepuasan kerja berpengaruh baik simultan maupun secara parsial terhadap kinerja pegawai pada Dinas Pekerjaan Umum Kota Medan.

Kata Kunci : Pengawasan, Kedisiplinan, dan Kepuasan Terhadap Kinerja Pegawai

ABSTRACT

THE EFFECT OF SUPERVISION, DISCIPLINE AND SATISFACTION ON THE PERFORMANCE OF EMPLOYEES OF PUBLIC WORKING SERVICES, MEDAN CITY

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The researcher took the object at the Medan City Public Works Office, the reason for choosing the object was due to a decrease in the performance of employees at the Medan City Public Works Office. Supervision of employees occurs because discipline in terms of timeliness is still not optimal because employees often arrive late and lack of attention from the Public Works Office of Medan City which results in a sense of dissatisfaction for employees. The research method used by the researcher is a quantitative approach, the type of research is descriptive quantitative and the nature of the research is descriptive explanatory. The data collection method was done by using questionnaires and interviews. The analytical method used is multiple linear regression, the coefficient of determination of testing simultaneously and partially. The population of this research is all employees who work at the Public Works Office of Medan City, amounting to 123 people. The sampling technique used saturated samples where 123 employees from the Public Works Office of Medan City as validity and reliability tests. The results of the hypothesis show that discipline and job satisfaction simultaneously or partially have a positive and significant effect on performance, where the coefficient of determination is 33.7%. The conclusion of this study is that supervision, discipline, and job satisfaction have an effect either simultaneously or partially on the performance of employees at the Medan City Public Works Office.

Keywords: Supervision, Discipline, and Satisfaction of Employee Performance