

ABSTRAK

PENGARUH DISIPLIN KERJA, KOMUNIKASI DAN KONFLIK KERJA TERHADAP KINERJA KARYAWAN PT PRATAMA MAKMUR JAYA MEDAN

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Penelitian ini bertujuan untuk menguji dan menganalisis Disiplin Kerja, Komunikasi dan Konflik Kerja terhadap Kinerja Karyawan PT Pratama Makmur Jaya Medan. Metode penelitian adalah pendekatan kuantitatif, jenis penelitian ini deskriptif kuantitatif dan sifat penelitian ini adalah deskriptif *explanatory*. Metode analisis data adalah analisis regresi linear berganda. Teknik pengumpulan sampel yaitu *simple random sampling*. Sampel penelitian adalah 106 karyawan. Hasil perhitungan pengujian hipotesis secara parsial diperoleh nilai $t_{hitung} > t_{tabel}$ atau $2,083 > 1,983$ dan signifikan yang diperoleh $0,040 < 0,05$, nilai $t_{hitung} > t_{tabel}$ atau $7,241 > 1,983$ dan signifikan yang diperoleh $0,000 < 0,05$, nilai $t_{hitung} > t_{tabel}$ atau $2,020 > 1,983$ dan signifikan yang diperoleh $0,046 < 0,05$ dan nilai $F_{hitung} (36,442) > F_{tabel} (2,69)$ dan signifikansi $0,000 < 0,05$, berarti bahwa Disiplin Kerja, Komunikasi dan Konflik Kerja berpengaruh positif dan signifikan terhadap Kinerja Karyawan PT Pratama Makmur Jaya Medan. Hasil uji koefisien determinasi dilihat dari nilai *Adjusted R Square* sebesar 0,501 berarti bahwa 50,1% bahwa kinerja karyawan yang dapat dijelaskan oleh variabel bebas disiplin kerja, pelatihan dan komunikasi sedangkan sebesar 49,9% dijelaskan oleh variabel lain di luar dari penelitian ini, seperti pengembangan karir, pengembangan, promosi jabatan.

Kata Kunci: Disiplin Kerja, Komunikasi, Konflik Kerja, Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF WORK DISCIPLINE, COMMUNICATION AND CONFLICT TO WORK ON THE PERFORMANCE OF EMPLOYEES OF PT PRATAMA

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This study aims to test and analyze the Discipline of Work, Communication and Conflict to Work on the Performance of Employees of PT Pratama Makmur Jaya Medan. The research method is quantitative approach, type of research is descriptive and quantitative nature of this research is descriptive explanatory. Methods of data analysis is multiple linear regression analysis. Sample collection techniques, namely simple random sampling. The research sample is 106 employees. The calculation results of testing the hypothesis partially values obtained $t_{count} > t_{table}$ or $2,083 > 1,983$ and obtained significant $0,040 < 0,05$, the value of $t_{count} > t_{table}$ or $7,241 > 1,983$ and obtained significant $0,000 < 0,05$, the value of $t_{count} > t_{table}$ or $2,020 > 1,983$ and obtained significant $0,046 < 0,05$ and the value of $F_{count} (36,442) > F_{table} (2,69)$ and a significance of $0.000 < 0.05$, meaning that the Discipline of Work, Communication and Conflict Work has positive and significant effect on Employee Performance of PT Pratama Makmur Jaya Medan. The test results of the coefficient of determination seen from the value of Adjusted R Square of 0,501 means that the 50.1% that employee performance can be explained by the variable free labor discipline, training and communication, while amounting to a 49.9% is explained by other variables outside of penelitian this, such as career development, development, promotion.

Keywords: Work Discipline, Communication, Work Conflicts, Employee Performance