

**PENGARUH DISIPLIN KERJA, INSENTIF, PENGAWASAN
TERHADAP KINERJA KARYAWAN DI PT. GROTH SUMATERA
INDUSTRI**

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis dan mengetahui apakah Disiplin Kerja, Insentif dan Pengawasan terhadap Kinerja Karyawan pada PT. Groth Sumatera Industri berlokasi di K.L.Yos Sudarso Medan, Sumatera Utara. Pengumpulan data menggunakan metode Kualitatif dan melibatkan 60 responden atau menjadi sampel dalam penelitian ini. Hasil penelitian ini menunjukkan bahwa disiplin kerja, insentif, dan pengawasan berpengaruh positif terhadap kinerja karyawan pada PT. Groth Sumatera Industri berlokasi di K.L.Yos Sudarso Medan, Sumatera Utara. Pada Hasil uji T (Uji Simultan) bahwa disiplin kerja dan insentif berpengaruh negatif terhadap kinerja karyawan, sedangkan pengawasan berpengaruh positif terhadap kinerja karyawan PT. Groth Sumatera Industri berlokasi di K.L.Yos Sudarso Medan, Sumatera Utara). Hasil koefisien determinasi menunjukkan bahwa 17,7% variabel Kinerja karyawan dapat dijelaskan oleh variabel disiplin kerja, insentif dan pengawasan, sementara sisanya 82,3% mendapat pengaruh dari variabel bebas lainnya yang tidak terangkan pada penelitian ini. Contohnya motivasi kerja, pelatihan kerja, pengembangan karir dan promosi jabatan.

Kata kunci ; Disiplin Kerja, Insentif, Pengawasan, Kinerja Karyawan

**EFFECT OF WORK DISCIPLINE, INCENTIVES, SUPERVISION OF
EMPLOYEE PERFORMANCE AT PT. GROTH SUMATERA
INDUSTRY**

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ABSTRACT

This study aims to analyze and find out whether Work Discipline, Incentives and Supervision of Employee Performance at PT. Groth Sumatera Industri is located in K.L. Yos Sudarso Medan, North Sumatra. Data collection used qualitative methods and involved 60 respondents or became the sample in this study. The results of this study indicate that work discipline, incentives, and supervision have a positive effect on employee performance at PT. Groth Sumatera Industri is located in K.L. Yos Sudarso Medan, North Sumatra. On the results of the T test (simultaneous test) that work discipline and incentives have a negative effect on employee performance, while supervision has a positive effect on employee performance at PT. Groth Sumatera Industri is located in K.L. Yos Sudarso Medan, North Sumatra). The results of the coefficient of determination show that 17.7% of the employee performance variables can be explained by the variables of work discipline, incentives and supervision, while the remaining 82.3% are influenced by other independent variables that are not explained in this study. Examples are work motivation, job training, career development and job promotion.

Keywords ; Work Discipline, Incentives, Supervision, Employee Performance