

# **PENGARUH DISIPLIN KERJA, MOTIVASI, PENGAWASAN TERHADAP KINERJA KARYAWAN DI PT.KILANG KECAP ANGSA**

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## **ABSTRAK**

Penelitian ini dimaksudkan guna mengevaluasi pengaruh disiplin kerja, motivasi, maupun pengawasan terhadap performa pegawai di PT. Kilang Kecap Angsa. Latar belakang penelitian ini dipicu oleh adanya persoalan terkait minimnya kedisiplinan kehadiran serta suasana lingkungan kerja yang belum optimal. Dengan menerapkan desain penelitian kuantitatif, data dihimpun dari 93 orang responden melalui metode sampling jenuh. Informasi primer yang dihimpun melalui pendistribusian kuesioner lalu dianalisis dengan teknik analisis regresi linier berganda. Temuan yang diidentifikasi dari kajian ini mengungkapkan bahwa: Disiplin kerja berdampak positif serta signifikan bagi kinerja karyawan dengan  $t_{hitung} 2,045 > t_{tabel} 1,987$ . Motivasi berdampak positif serta signifikan dengan  $t_{hitung} 2,890 > t_{tabel} 1,987$ . Pengawasan terbukti berpengaruh positif serta signifikan, sekaligus berperan sebagai variabel dengan pengaruh paling kuat  $t_{hitung} 7,136 > t_{tabel} 1,987$ . Secara simultan, ketiga faktor tersebut signifikan memengaruhi kinerja  $f_{hitung} 32,727 > f_{tabel} 2,71$ . Koefisien Adjusted R Square tercatat senilai 0,508, yang memaknai bahwa kontribusi gabungan ketiga variabelnya terhadap Kinerja karyawan ialah senilai 50,8%.

**Kata Kunci: Disiplin Kerja, Motivasi, Pengawasan, Kinerja Karyawan.**

## **ABSTRACT**

*This research intends to evaluate the impact of work discipline, motivation, and supervision on employee performance at PT. Kilang Kecap Angsa. The context of this research triggered by issues regarding the lack of attendance discipline and a work environment that is not yet optimal. Utilizing a quantitative research design, data was gathered from 93 respondents via a saturation sampling method. Primary information obtained from the questionnaire distribution subsequently analyzed with a multiple linear regression technique. Findings identified in this research demonstrate that: Work discipline positively and significantly affect employee performance ( $t\text{-value } 2.045 > t\text{-table } 1.987$ ). Motivation positively and significantly affect employee performance ( $t\text{-calculated } 2.890 > t\text{-table } 1.987$ ). Evidently, supervision brings about a positive and significant affect, also acts as the variable with the strongest influence ( $t\text{-calculated } 7.136 > t\text{-table } 1.987$ ). Simultaneously, these three factors significantly influence performance ( $t\text{-calculated } 32.727 > t\text{-table } 2.71$ ). The Adjusted R-Square coefficient is recorded at 0.508, implying that the combined impact of the three variables on employee performance is 50.8%*

**Keywords: Work Discipline, Motivation, Supervision, Employee Performance.**