

ABSTRAK

Mochammad Surya, Firman. 2020. **“Pengaruh Kepemimpinan, Kompetensi, Dan Disiplin Kerja Terhadap Kinerja Karyawan PDAM Kota Probolinggo”**. Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini bertujuan untuk mengetahui: (1) pengaruh kepemimpinan, kompetensi, dan disiplin kerja secara simultan terhadap kinerja karyawan PDAM Kota Probolinggo (2) pengaruh kepemimpinan, kompetensi, dan disiplin kerja secara parsial terhadap kinerja karyawan PDAM Kota Probolinggo (3) kepemimpinan, kompetensi, dan disiplin kerja yang berpengaruh dominan terhadap kinerja karyawan PDAM Kota Probolinggo.

Jenis penelitian dalam penelitian ini adalah penelitian kuantitatif dengan hubungan kausal, metode pengumpulan data menggunakan kuesioner. Populasi pada penelitian ini adalah pegawai tetap kantor PDAM Kota Probolinggo. Teknik pengambilan sampel menggunakan metode sampel jenuh dengan jumlah sampel sebanyak 74 karyawan. Teknik pengumpulan data menggunakan kuesioner yang telah di uji validitas dan realibilitasnya. Teknik analisis data yang digunakan terdiri dari uji validitas dan realibilitas, uji asumsi klasik, uji regresi berganda, uji determinasi, uji hipotesis yang terdiri dari uji F, uji t dan uji dominan.

Hasil penelitian menunjukkan bahwa seluruh item pertanyaan valid yaitu diatas 0,228 dan hasil penelitian uji reliabilitas menunjukkan hasil reliabel yaitu diatas 0,60. Uji t menunjukkan: (1) terdapat pengaruh yang signifikan antara variabel kepemimpinan, kompetensi, dan disiplin kerja secara simultan terhadap kinerja karyawan PDAM Kota Probolinggo, dibuktikan dari nilai F_{hitung} sebesar 107,666 nilai signifikansi sebesar $0,000 < 0,05$; (2) terdapat pengaruh yang signifikan antara variabel kepemimpinan, kompetensi, dan disiplin kerja terhadap kinerja karyawan PDAM Kota Probolinggo, dibuktikan dari nilai t_{hitung} kepemimpinan sebesar 3,035 nilai signifikansi sebesar $0,003 < 0,05$; t_{hitung} kompetensi sebesar 4,793 nilai signifikansi sebesar $0,000 < 0,05$; t_{hitung} disiplin kerja sebesar 4,924 nilai signifikansi sebesar $0,000 < 0,05$; (4) variabel kompetensi yang paling berpengaruh terhadap kinerja karyawan PDAM kota Probolinggo, dibuktikan dari nilai Standarized Coeficients Beta sebesar 0,432 lebih besar dari nilai Standarized Coeficients Beta dari variabel kepemimpinan yaitu 0,177 dan nilai Standarized Coeficients Beta variabel disiplin kerja yaitu 0,420.

Kata kunci: Kepemimpinan, Kompetensi, Disiplin Kerja, Kinerja

ABSTRACT

Mochammad Surya, Firman. 2020. "The Effect of Leadership, Competence and Work Discipline on the Performance of Employees of PDAM Probolinggo City". Management Study Program, Faculty of Economics, Panca Marga University Probolinggo.

This study aims to determine: (1) the effect of leadership, competence, and work discipline simultaneously on the performance of PDAM Probolinggo City employees (2) the influence of leadership, competence and work discipline partially on the performance of PDAM Probolinggo City employees (3) leadership, competence, and work discipline that has a dominant influence on the performance of PDAM Probolinggo City employees.

This type of research in this study is quantitative research with causal relationships, the method of collecting data using a questionnaire. The population in this study are permanent employees of the PDAM Probolinggo City office. The sampling technique uses the saturated sample method with a total sample of 74 employees. Data collection techniques using a questionnaire that has been tested for validity and reliability. The data analysis technique used consisted of validity and reliability tests, classic assumption tests, multiple regression tests, determination tests, hypothesis tests consisting of F tests, t tests and dominant tests.

The results showed that all items were valid questions above 0.228 and the results of the reliability test showed reliable results that were above 0.60. The t test showed: (1) there was a significant influence between the variables of leadership, competence, and work discipline simultaneously on the performance of PDAM Probolinggo City employees, as evidenced from the Fcount of 107,666, the significance value of $0,000 < 0.05$; (2) there is a significant influence between the variables of leadership, competence, and work discipline on the performance of PDAM Probolinggo City employees, as evidenced from the tcount of leadership of 3.035 with a significance value of $0.003 < 0.05$; tcount competence of 4,793 significance value of $0,000 < 0.05$; titung work discipline of 4.924 significance value of $0.000 < 0.05$; (4) the competence variable that most influences the performance of PDAM employees in the city of Probolinggo, as evidenced from the Beta Standards Coefficients value of 0.432, greater than the Beta Standards Coefficient Customers value of the leadership variable that is 0.177 and the Beta Coeficients Beta value of the work discipline variable is 0.420.

Keywords: Leadership, Competence, Work Discipline, Performance