

## ABSTRAK

Imron, M. Ali. 2021. Skripsi. **Pengaruh Sistem Informasi Sumber Daya Manusia, Kedisiplinan dan Motivasi Terhadap Kinerja Karyawan Pada PT POS Indonesia (PERSERO) Cabang Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian dilakukan di PT POS Indonesia (PERSERO) Cabang Probolinggo dengan tujuan untuk mengetahui pengaruh Sistem Informasi Sumber Daya Manusia, Kedisiplinan dan Motivasi terhadap Kinerja Karyawan PT POS Indonesia (PERSERO) Cabang Probolinggo

Jenis penelitian yang digunakan adalah kuantitatif dan asosiatif kausal, dengan variabel  $X_1$  SISDM, variabel  $X_2$  kedisiplinan, variabel  $X_3$  Motivasi dan variabel Y kinerja karyawan. Teknik *sampling* yang digunakan adalah *sampling* jenuh yang berjumlah 30 orang yang berasal dari karyawan PT POS Indonesia (PERSERO) Cabang Probolinggo. Teknik pengumpulan data menggunakan kuesioner dengan pengukuran skala Likert yang telah diuji validitas dan reliabilitasnya. Teknik analisis data menggunakan analisis regresi linier berganda dengan bantuan program IBM SPSS versi 22.0.

Hasil penelitian menunjukkan bahwa: (1) SISDM, Kedisiplinan, dan Motivasi berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan yang dibuktikan dengan nilai  $t_{hitung} \geq t_{tabel}$  (SISDM ( $2,839 \geq 2,055$ ), Kedisiplinan ( $3,952 \geq 2,055$ ), dan Motivasi ( $3,056 \geq 2,055$ )) dengan nilai signifikansi masing-masing 0,009, 0,001, 0,005 (2) SISDM, Kedisiplinan dan Motivasi berpengaruh positif dan signifikan secara simultan terhadap kinerja karyawan yang dibuktikan dengan nilai  $F_{hitung} > F_{tabel}$  ( $101,953 > 2,96$ ) dengan nilai signifikansi 0,000, dan (3) Komitmen berpengaruh dominan terhadap kinerja karyawan yang dibuktikan dengan variabel komitmen memiliki nilai koefisien beta yang paling besar dengan variabel kedisiplinan ( $0,516 > 0,475$ ). Hasil uji analisis determinasi diperoleh nilai *Adjust R Square* 91,3%, sedangkan sisanya sebesar 8,7% dipengaruhi oleh variabel lain yang tidak diteliti saat ini.

**Kata kunci:** SISDM, Kedisiplinan, Motivasi, Kinerja Karyawan.

## **ABSTRACT**

*Imron, M. Ali. 2021. Thesis. "The Influence of Information Systems Human Resources, Discipline and Motivation on Employee Performance at PT POS Indonesia (PERSERO) Probolinggo Branch". Management Study Program, Faculty of Economics, Panca Marga University, Probolinggo.*

*The research was conducted at PT POS Indonesia (PERSERO) Probolinggo Branch with the aim to determine the effect of Human Resources Information Systems, Discipline and Motivation on Employee Performance of PT POS Indonesia (PERSERO), Probolinggo Branch.*

*This type of research is quantitative and causal associative, with the X1 SISDM variable, the discipline X2 variable, the X3 motivation variable and the Y employee performance variable. The sampling technique used was saturated sampling, amounting to 30 people from PT POS Indonesia (PERSERO) Probolinggo Branch employees. The data collection technique uses a questionnaire with a Likert scale measurement which has been tested for validity and reliability. The data analysis technique used multiple linear regression analysis with the help of the IBM SPSS version 22.0 program.*

*The results showed that: (1) SISDM, Discipline, and Motivation had a positive and partially significant effect on employee performance as evidenced by the value of  $t_{count} \geq t_{table}$  (SISDM  $(2,839 \geq 2,055)$ , Discipline  $(3,952 \geq 2,055)$ , and Motivation  $(3.056 \geq 2.055)$ ) with significance values respectively 0.009, 0.001, 0.005 (2) SISDM, Discipline and Motivation have a positive and significant effect simultaneously on employee performance as evidenced by the value of  $F_{count} > F_{table}$  ( $101.953 > 2.96$ ) with a significance value of 0.000, and (3) Commitment has a dominant effect on employee performance as evidenced by the commitment variable has the largest beta coefficient value with the discipline variable ( $0.516 > 0.475$ ). The results of the determination analysis test showed that the Adjust R Square value was 91.3%, while the remaining 8.7% was influenced by other variables which were not currently studied.*

**Keywords:** *SISDM, Discipline, Motivation, Employee Performance.*