

ABSTRAK

Rijal, Lutfi Saiful. 2021. Skripsi. **Pengaruh Komitmen dan Kedisiplinan Terhadap Kinerja Karyawan Pada PT. Hajar Aswad Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian dilakukan di PT. Hajar Aswad Probolinggo dengan tujuan untuk mengetahui pengaruh komitmen dan kedisiplinan terhadap Kinerja Karyawan PT. Hajar Aswad Probolinggo.

Jenis penelitian yang digunakan adalah kuantitatif dan asosiatif kausal, dengan variabel X_1 komitmen, variabel X_2 kedisiplinan, dan variabel Y kinerja karyawan. Teknik *sampling* yang digunakan adalah *sampling* jenuh yang berjumlah 34 orang yang berasal dari karyawan PT. Hajar Aswad 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) Komitmen dan Kedisiplinan berpengaruh positif dan signifikan secara parsial terhadap kinerja karyawan yang dibuktikan dengan nilai $t_{hitung} \geq t_{tabel}$ (Komitmen $(5,059 \geq 2,039)$, Kedisiplinan $(4,476 \geq 2,039)$) dengan nilai signifikansi masing-masing 0,000, (2) Komitmen dan Kedisiplinan berpengaruh positif dan signifikan secara simultan terhadap kinerja karyawan yang dibuktikan dengan nilai $F_{hitung} > F_{tabel}$ ($119,214 > 3,30$) 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 *R Square* 88,5%, sedangkan sisanya sebesar 11,5% dipengaruhi oleh variabel lain yang tidak diteliti saat ini.

Kata kunci: Komitmen, Kedisiplinan, Kinerja Karyawan.

ABSTRACT

*Rijal, Lutfi Saiful. 2021. Thesis. **The Influence of Commitment and Discipline On Employee Performance at PT. Hajar Aswad Probolinggo.** Management Study Program, Faculty of Economics, University of Panca Marga Probolinggo*

The research was conducted at PT. Hajar Aswad Probolinggo with the aim to determine the influence of motivation and discipline on employee performance at PT. Hajar Aswad Probolinggo.

The type of research used is quantitative and causal associative, with variable X_1 commitment, variable X_2 discipline, dan variable Y Employee Performance. The sampling technique used was saturated sample, amounting to 34 people who come employees of PT. Hajar Aswad Probolinggo. Data collection techniques using a questionnaire with a Likert scale measurement that has been tested for validity and reability. Data analysis technique using multiple linier regression analysis with the help of program IBM SPSS version 22.0.

The results showed that: (1) Commitment and discipline had a positive and significant effect partially on employee performance as evidenced by $t_{count} \geq t_{table}$ (Commitment $(5,059 \geq 2,039)$, Discipline $(4,476 \geq 2,039)$) with a significance value of 0,000 respectively, (2) Commitment and discipline had a positive and significant effect simultaneously on employee performance as evidenced by $F_{hitung} > F_{tabel}$ $(119,214 > 3,30)$ with a significance value of 0,000, and (3) Commitment has a dominant effect on employee performance as evidenced by the commitment variable has a beta coefficient value that is larger between discipline variable $(0,516 > 0,475)$. The results of the test of determination analysis obtained a R Square 88,5%, while the remaining 11,5% was influenced by the other variables which were not currently studied

Keywords: *Commitment, Discipline, Employee Performance.*