

ABSTRAK

Aprilia, Feriska. 2021. Skripsi. **Pengaruh Kedisiplinan Dan Kepemimpinan Terhadap Kinerja Pegawai Kantor Kecamatan Kedopok Kota Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan di Kantor Kecamatan Kedopok Kota Probolinggo dengan tujuan untuk mengetahui pengaruh kedisiplinan dan kepemimpinan terhadap kinerja pegawai. jenis penelitian ini adalah kuantitatif. Populasi dalam penelitian ini berjumlah 39 pegawai kantor kecamatan kedopok. Teknik yang digunakan adalah Teknik Probabilty Random Sampling.

Hasil penelitian menunjukkan bahwa ada pengaruh Kedisiplinan dan Kepemimpinan Secara Simultan (bersama-sama) berpengaruh signifikan Terhadap Kinerja Pegawai dimana diperoleh nilai Nilai $F_{hitung} = 31.221$. Lalu Uji Parsial menunjukkan bahwa variabel Kedisiplinan dan Kepemimpinan berpengaruh secara parsial terhadap kinerja pegawai Kantor Kecamatan Kedopok Kota Probolinggo dimana diperoleh nilai $t_{hitung} = 7.503$. Variabel Kepemimpinan tidak berpengaruh signifikan terhadap kinerja dengan nilai $t_{hitung} = 1.163$. Serta membuktikan bahwa variabel Kedisiplinan berpengaruh Dominan terhadap variabel kinerja pegawai Kantor Kecamatan Kedopok Kota Probolinggo.

Kata kunci : Kedisiplinan, Kepemimpinan dan Kinerja Pegawai .

ABSTRACT

*Aprilia, Feriska. 2021. Thesis. **The Influence of Discipline and Leadership on Employee Performance in Kedopok District Office, Probolinggo City.** Management Study Program, Faculty of Economics, Panca Marga University, Probolinggo.*

This research was conducted at the Kedopok District Office of the City of Probolinggo with the aim of knowing the effect of discipline and leadership on employee performance. This type of research is quantitative. The population in this study amounted to 39 employees of the Kedopok sub-district office. The technique used is the Probability Random Sampling Technique.

The results showed that there was an influence of discipline and leadership simultaneously (together) had a significant effect on employee performance where the value of $F_{count} = 31.221$ was obtained. Then the partial test shows that the variables of Discipline and Leadership have a partial effect on the performance of the employees of the Kedopok District Office in the City of Probolinggo where the $t_{count} = 7.503$ is obtained. Leadership variable has no significant effect on performance with $t_{count} = 1.163$. As well as proving that the Discipline variable has a dominant effect on the employee performance variable of the Kedopok District Office, Probolinggo City.

Keywords: Discipline, Leadership and Employee Performance