

ABSTRAK

Magfiroh, Lisa Umi. 2018, Skripsi. **Pengaruh Disiplin Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada RSUD Waluyo Jati Kraksaan Kabupaten Probolinggo.** Program Study Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan di RSUD Waluyo Jati Kraksaan Kabupaten Probolinggo dengan tujuan penelitian yang hendak dicapai adalah (1) Untuk mengetahui pengaruh secara parsial antara disiplin dan kepuasan kerja terhadap kinerja pegawai pada RSUD Waluyo Jati Kraksaan Kabupaten Probolinggo. (2) Untuk mengetahui pengaruh secara simultan antara disiplin dan kepuasan kerja terhadap kinerja pegawai pada RSUD Waluyo Jati Kraksaan Kabupaten Probolinggo. (3) Untuk mengetahui manakah variabel yang berpengaruh dominan antara disiplin dan kepuasan kerja terhadap kinerja pegawai pada RSUD Waluyo Jati Kraksaan Kabupaten Probolinggo.

Populasi dalam penelitian ini adalah pegawai PNS di RSUD Waluyo Jati yang berjumlah 299 pegawai dengan sampel yang diambil 20% dari semua pegawai PNS di RSUD Waluyo Jati yaitu sebanyak 60 pegawai PNS RSUD Waluyo Jati, metode *Probability sampling* Dengan teknik *sample random sampling*. Penelitian kuantitatif asosiatif yaitu dengan analisa regresi berganda. Variabel yang digunakan meliputi disiplin, kepuasan kerja dan kinerja pegawai. Metode analisis data dari hasil penelitian ini yaitu metode deskriptif kuantitatif dengan menggunakan statistic berupa uji data validitas dan reabilitas, uji asumsi klasik, analisis regresi berganda, koefisien determinasi dan pengujian hipotesis.

Hasil penelitian ditunjukkan dengan persamaan regresi $Y = 8,045 + 0,485 X_1 + 287 X_2$ dan hasil uji hipotesis simultan F_{hitung} sebesar 44,942 $> F_{tabel}$ 3,16 dengan nilai signifikan sebesar 0,000^b membuktikan bahwa disiplin dan kepuasan kerja secara simultan terhadap kinerja pegawai. Hasil uji hipotesis parsial $t_{tabel} = 2,002$ dan nilai $t_{hitung} X_1 = 5,726$, $X_2 = 3,235$ dengan nilai signifikan keduanya $< 0,025$ membuktikan bahwa disiplin dan kepuasan kerja secara parsial berpengaruh terhadap kinerja pegawai. Hasil uji hipotesis dominan menunjukkan variabel X_1 memiliki nilai t_{hitung} 5,726 lebih besar daripada variabel independent lainnya.

Kata Kunci : Kinerja Pegawai, Kepuasan Kerja, Disiplin

ABSTRACT

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The research was conducted at Waluyo Hospital in Jati Kraksaan, Probolinggo Regency with the aim of the research to be achieved was (1) To determine the effect partially between discipline and job satisfaction on employee performance at Waluyo Jati Kraksaan Hospital Probolinggo Regency. (2) To find out the effect simultaneously between discipline and job satisfaction on employee performance at Waluyo Jati Kraksaan Hospital, Probolinggo Regency. (3) To find out which variable has the dominant influence between discipline and job satisfaction on employee performance at RSUD Waluyo Jati Kraksaan, Probolinggo Regency.

The population in this study was 297 civil servant employees in RSUD Waluyo Jati, with a sample of 20% of all civil servant employees in Waluyo Jati Hospital, namely 60 civil servants at RSUD Waluyo Jati, Probability sampling method with simple random sampling technique. associative quantitative research that is by multiple regression analysis. The variables used include discipline, job satisfaction and employee performance. The method of data analysis from the results of this study is a quantitative descriptive method using statistics in the form of test data validity and reliability, classical assumption test, multiple regression analysis, coefficient of determination and hypothesis testing.

The results of the study are indicated by the regression equation $Y = 8.045 + 0.485X_1 + 287X_2$ and the results of the simultaneous hypothesis test F_{count} are $44.942 > F_{table} 3.16$ with a significant value of $0,000b$ proving that discipline and job satisfaction simultaneously on employee performance. The results of the partial hypothesis test $t_{table} = 2.002$ and the value of $t_{count} X_1 = 5.726$, $X_2 = 3.235$ with a significant value of both <0.025 prove that discipline and job satisfaction partially influence the performance of employees. The dominant hypothesis test results show that variable X_1 has a value of $t_{count} 5.726$ greater than the other independent variables.

Keywords: Employee Performance, Job Satisfaction, Discipline