

ABSTRACT

Yusuf Ohi. Students' ID 931 409 100. 2014. The Influence of the Implementation of Work Discipline toward the Performance of Employees in Graha Pena Harian Gorontalo Post. Skripsi, Study Program of S1 Management, Department of Management, Faculty of Economics and Business, Universitas Negeri Gorontalo. It was supervised by Irwan Yantu, S.Pd, M.Si as the principal supervisor, and Drs. Rusli Isa, M.Si as the co supervisor.

The research aimed to find out and get an overview of the influence of the implementation of work discipline toward the performance of employees in Graha Pena Harian Gorontalo Post. The research applied quantitative method through simple linear regression analysis test and correlation test between the implementation of work discipline (X) and the performance of employees (Y). The techniques of data collection were questionnaire, and interview to the chosen respondents. The indicators of the implementation of work discipline (X) were goals and ability, precedent leader, recompensation, justice, attributed control, punishment, firmness, human relationship, while the indicators of performance (Y) were quality, quantity, punctuation, effectiveness, independence, and work commitment. Based on the research result and data analysis, the regression equation resulted $\hat{Y} = 47,457 + 0,324X$, which determination value was $R^2 = 8,3\%$. It showed the percentage of the influence of variable X toward variable Y, while the rest was 91,7% influenced by other factors such as work satisfaction, work achievement, career development, compensation, and leadership which did not observed in the research. Then, it suggested to the further researcher to conduct the research by using variables that had been mentioned above. Thus, there was positive and significant influence between the implementation of work discipline variable (X) toward the performance of employees Variable (Y) in Graha Pena Harian Gorontalo Post. Because of a big influence of the implementation of work discipline toward the performance of employees, then it was suggested to the leader to have an active role in the work place and be able to build a good communication with the employees.

Keywords: *The Implementation of Work Discipline, The Performance of Employee.*

ABSTRAK

Yusuf Ohi. NIM 931 409 100. 2014. Pengaruh Penerapan Disiplin Kerja Terhadap Kinerja Karyawan Pada Graha Pena Harian Gorontalo Post. Skripsi, Prodi S1 Manajemen Jurusan Manajemen, Fakultas Ekonomid dan Bisnis, Universitas Negeri Gorontalo. Dibawah bimbingan Bapak Irwan Yantu, S.pd, M.si selaku pembimbing I dan Bapak Drs. Rusli Isa, M.Si selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui serta memperoleh gambaran yang jelas tentang seberapa besar Pengaruh Penerapan Disiplin Kerja Terhadap Kinerja Karyawan Pada Graha Pena Harian Gorontalo Post. Penelitian dilakukan dengan menggunakan metode kuantitatif, melalui analisis regresi linier sederhana dan uji korelasi antara penerapan disiplin kerja (X) dan kinerja karyawan (Y). Teknik pengumpulan data yang dilakukan adalah melalui angket atau pembagian kuisioner serta wawancara kepada responden yang terpilih, dengan indicator Penerapan disiplin kerja (X) yaitu Tujuan dan kemampuan, Teladan Pemimpin, Balas Jasa, Keadilan, Pengawasan Melekat, Sanksi Hukuman, Ketegasan, Hubungan kemanusiaan dan indicator kinerja yaitu Kualitas, Kuantitas, Ketepatanwaktu, Efektivitas, Kemandirian, Komitmen kerja. Berdasarkan hasil penelitian dan analisis data, persamaan regresi di hasilkan yakni $Y = 47,457 + 0,324X$, dengan nilai determinasi $R^2 = 8,3\%$ yang menunjukkan presentase pengaruh yang diberikan variabel X terhadap Variabel Y, sedangkan sisanya presentasi sebesar 91,7% dipengaruhi faktor lain seperti kepuasan kerja, prestasi kerja, pengembangan karir, kompensasi dan Kepimpinan yang tidak diteliti dalam penelitian ini. Jadi diharapkan kepada para peneliti selanjutnya agar dapat melakukan penelitian dengan variabel yang telah disebutkan diatas. Dalam hal ini terdapat pengaruh positif dan signifikan antara variable penerapan disiplin kerja (X) terhadap variable kinerja karyawan (Y) pada Graha Pena Harian Gorontalo Post. Mengingat Penerapan Disiplin Kerja berpengaruh terhadap kinerja karyawan maka di dalam lingkungan kerja diharapkan agar pemimpin dapat berperan aktif serta dapat berkomunikasi dengan baik dengan para bawahannya.

Kata Kunci :Penerapan Disiplin Kerja, Kinerja Karyawan