

## ABSTRAK

**Olan, NIM 931 410 159.** “*Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Pada PT. PLN (Persero) Rayon Moutong Sulawesi Tengah*”. Skripsi Program Studi S1 Manajemen, Jurusan Manajemen, Fakultas Ekonomi dan Bisnis, Universitas Negeri Gorontalo. Dibawah Bimbingan **Dr. H. Zuchri Abdussamad, M.Si** selaku Pembimbing I dan **Dra. Irina Popoi, S.Pd., M.Pd** selaku Pembimbing II.

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh disiplin kerja terhadap kinerja karyawan pada PT. PLN (Persero) Rayon Moutong Sulawesi Tengah. Metode yang digunakan dalam penelitian ini adalah metode kuantitatif dengan menggunakan 2 variabel yaitu variabel bebas (independen) adalah Disiplin kerja (X) dan Variabel terikat (dependen) adalah Kinerja karyawan (Y). Data dianalisis dengan menggunakan regresi linear sederhana.

Berdasarkan hasil penelitian maka dapat diambil kesimpulan bahwa terdapat pengaruh yang signifikan antara Disiplin Kerja terhadap Kinerja Karyawan Pada PT. PLN (Persero) Rayon Moutong Sulawesi Tengah dengan hasil uji diperoleh persamaan regresi linear yaitu  $Y = 17,729 + 0,599 X$  dan pengujian hipotesis ini diperoleh nilai  $t_{hitung} = 6,294$ . dengan menggunakan batas signifikan  $\alpha = 0,05$  didapat  $t_{tabel} (95\% ; 30-1-1)$  sebesar 2,048. Dari hasil tersebut maka kriteria pengujian yaitu  $t_{hitung} > t_{tabel}$  atau  $P_{value} < \alpha$  yang artinya  $H_0$  ditolak dan  $H_1$  diterima. Dengan demikian hipotesis uji t variabel Disiplin Kerja memiliki Pengaruh Signifikan terhadap Kinerja Karyawan dan Koefisien Determinasi sebesar 0,586 yang artinya terdapat pengaruh Disiplin Kerja terhadap Kinerja Karyawan sebesar 58,6% serta sisanya 41,4 % dipengaruhi oleh faktor Lain yang tidak diuji dalam penelitian ini, seperti motivasi, kompensasi, insentif, kepemimpinan.

**Kata kunci:** *Disiplin Kerja Terhadap Kinerja Karyawan*

## ABSTRACT

**Olan, Student ID 931 410 159.** *"The Influence of Work Discipline toward the Employees' Performance at PT. PLN (Persero) of Rayon of Moutong, Central Sulawesi"*. Skripsi. Study Program of S1 Management of Management Department, Faculty of Economics and Business, Universitas Negeri Gorontalo. It was supervised by **Dr. H. Zuchri Abdussamad, M.Si** as the principal supervisor and **Dra. Irina Popoi, S.Pd., M.Pd** as the co-supervisor.

The research aimed to find out the influence of work discipline toward the employees' performance at PT. PLN (Persero) of Rayon of Moutong, Central Sulawesi. The research applied quantitative method by having 2 variables consisted of work discipline as independent variable (X) and Employees' performance as dependent variable (Y). The data were analyzed by using simple regression analysis.

Based on the research result, it could be concluded that there was a significant influence between work discipline and employees' performance at PT. PLN (Persero) of Rayon of Moutong, Central Sulawesi showed by the linearity equation regression as  $Y = 17.729 + 0.599$  and the hypothesis test was obtained  $t_{count} = 6.294$ . By using the significant level  $\alpha = 0.05$ , it was obtained  $t_{table (95\% ; 30-1-1)}$  as 2.048. Regarding to result, the test criteria as  $t_{count} > t_{table}$  or  $P_{value} < \alpha$  meant that  $H_0$  was rejected and  $H_1$  was accepted. Thus, the hypothesis t test of work discipline variable had significant influence toward the employees' performance, and the coefficient determination as 0.586 meant that the influence of work discipline toward employees' performance was 58.6%, and the remain as 41.4% was influenced by other factors that was not tested in this research.

**Keywords: Work Discipline toward Employees' Performance**

