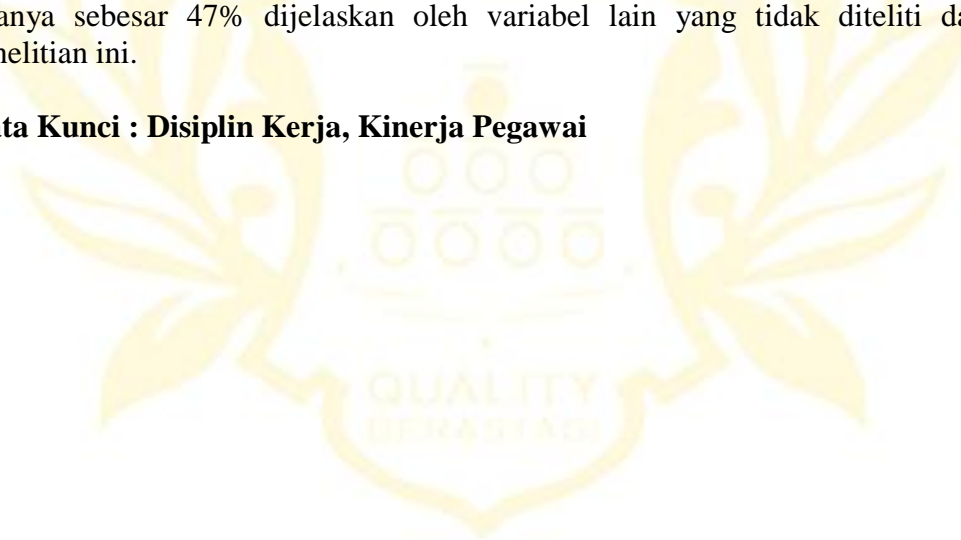


## ABSTRAK

Judul penelitian ini adalah “Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Camat Merek Kabupaten Karo”. Penelitian ini bertujuan untuk mengetahui seberapa jauh disiplin kerja berpengaruh signifikan terhadap kinerja pegawai pada Kantor Camat Merek Kabupaten Karo. Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian deskriptif dengan pendekatan kuantitatif. Populasi dalam penelitian ini adalah pegawai Kantor Camat Merek Kabupaten Karo dengan sampel sebanyak 35 orang. Pengujian hipotesis dilakukan dengan analisis regresi linear sederhana, dengan variabel bebas yaitu disiplin kerja sedangkan variabel terikat yaitu kinerja pegawai. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif yang signifikan antara disiplin kerja terhadap kinerja pegawai pada Kantor Camat Merek Kabupaten Karo dimana nilai  $t_{hitung} > t_{tabel}$  ( $6.102 > 1.692$ ) dengan tingkat signifikansinya 0.000 atau lebih kecil dari  $\alpha = 0.05$ . Hasil uji analisis regresi linear sederhana menunjukkan  $Y = 5.832 + 0.797 X$  dimana nilai koefisien regresi X sebesar 0.797 mempunyai arti bahwa jika disiplin kerja (X) naik 1 satuan maka kinerja pegawai (Y) akan meningkat sebesar 0.797. Melalui uji koefisien determinasi ( $R^2$ ) sebesar 0.530 berarti hubungan antara kinerja pegawai dipengaruhi oleh disiplin kerja sebesar 53.0% sedangkan sisanya sebesar 47% dijelaskan oleh variabel lain yang tidak diteliti dalam penelitian ini.

**Kata Kunci : Disiplin Kerja, Kinerja Pegawai**



## ABSTRACT

*The title of this research is "The Influence of Work Discipline on Employee Performance at the Karo District Brand Sub-District Office". This study aims to determine how far work discipline has a significant effect on employee performance at the Karo Regency Brand District Office. The type of research used in this research is descriptive research with a quantitative approach. The population in this study were employees of the Karo Regency Brand Sub-district Office with a sample of 35 people. Hypothesis testing was carried out by simple linear regression analysis, with the independent variable being work discipline while the dependent variable was employee performance. The results showed that there was a significant influence between work discipline on employee performance at the Karo District Head Office where the value of  $t_{count} > t_{table}$  ( $6.102 > 1.692$ ) with a significance level of 0.000 or less than  $0.05 = 0.05$ . The results of the simple linear regression analysis show  $Y = 5.832 + 0.797 X$  where the regression coefficient value of X is 0.797 which means that if work discipline (X) increases by 1 unit then employee performance (Y) will increase by 0.797. Through the test of the coefficient of determination ( $R^2$ ) of 0.530, it means that the relationship between employee performance is influenced by work discipline by 53.0% while the remaining 47% is explained by other variables not examined in this study.*

**Keywords: Work Discipline, Employee Performance**