ABSTRAK

PENGARUH DISIPLIN KERJA DAN KEMAMPUAN KERJA TERHADAP KINERJA PEGAWAI DI DINAS SOSIAL KABUPATEN SERDANG BEDAGAI

ANDIKA YUSUF NPM :173114203

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Disiplin Kerja Dan Kemampuan Kerja Terhadap Kinerja Pegawai di Dinas Sosial Kabupaten Serdang Bedagai. Adapun informasi penelitian ini adalah Pegawai Dinas Sosial Kabupaten Serdang Bedagai.Populasi dalam penelitian ini seluruh pegawai Dinas Sosial yang berjumlah 32 orang. Teknik sampel menggunakan nonprobability sampling dengan metode sampling jenuh dimana seluruh populasi dijadikan sampel. Teknik pengumpulan data yang digunakan melalui wawancara,dokumentasi,dan angket (kuesioner). Teknik analisis data dalam penelitian ini menggunakan analisa deskriptif dan analisis kuantitatif yang diproses menggunakan rumus korelasi product moment Uji r, Uji t,Uji F dan koefisien determinasi dengan data yang diperoleh peneliti secara manual.Hasil penelitian korelasi pearson product moment bahwa korelasi antara Variabel Disiplin Kerja Dan Kemampuan KerjaTerhadap Kinerja Pegawai = 0,802 adalah sangat positif. dari hasil konsultasikan pada tabel product moment, dengan n = 32, dan taraf kesalahan 5% maka diperoleh rtabel = 0,349 ternyata harga rhitung lebih besar dari rtabel (0,770 > 0,349) dengan demikian terdapat hubungan yang positif dan signifikan antara Disiplin Kerja dan Kemampuan Kerja dengan Kinerja pegawai sebesar rxy 0,770 adalah sangat positif.dari perhitungan uji t maka diperoleh nilai thitung = 12,2 sedangkan nilai ttabel pada n-2 (32-2) adalah 30 pada taraf signifikan 5% adalah 2,042 dan jika thitung> ttabel maka hipotesis alternatif (Ha) diterima, maka dari perhitungan diatas dapat diketahui bahwa thitung> ttabel yaitu 12,2> 2,042. sehingga dapat dinyatakan bahwa terdapat pengaruh yang nyata antara Disiplin Kerja Dan Kemampuan Kerja terhadap Kinerja Pegawai pegawai dinas sosial kabupaten serdang bedagai, sehingga hubungan tersebut terbukti signifikan. perhitungan determinasi didapat nilai *r2* = 64,3%. dan sisanya sebesar 35,7% dipengaruhi oleh variabel lain diluar kontribusi penelitian ini.Berdasarkan hasil penelitian tersebut, dapat disimpulkan bahwa disiplin kerja di Kantor Dinas Sosial Kabupaten Serdang Bedagai merupakan faktokr yang sangat penting bagi peningkatan Kinerja Pegawai secara maksimal.

## Kata Kunci :Disiplin Kerja,Kemampuan Kerja,Kinerja Pegawai

***THE EFFECT OF WORK DISCIPLINE AND WORK ABILITY TOWARD EMPLOYEES’ PERFORMANCE IN THE SOCIAL SERVICE OFFICER***

***IN SERDANG BEDAGAI REGENCY***

## ANDIKA YUSUF NPM :173114203

***ABSTRACT***

*Theobjective of the research was to find out how much the effect of workdiscipline and work ability toward employees’ performance in the social service officerin Serdang Bedagai Regency. The information of this research was the Social Service Officer in Serdang Bedagai Regency. The population in this research was all Social Service employees numbering 32 people.The sample technique was to use nonprobability sampling with saturated sampling method where the entire population was sampled. Data collection techniques used was through interviews, documentation, and questionnaires.The data analysis technique in this research was to use descriptive analysis and quantitative analysis which was processed using the product moment correlation formula r test, t test, F test and the coefficient of determination with data obtained by researcher manually.The results of the Pearson product moment correlation research that the correlation between Work Discipline Variable and Work Ability toward Employees’ Performance = 0.802 was very positive.From the results of consultations in the product moment table, with n = 32, and an error rate of 5%, it was obtained that rtable = 0.349, it turned out that the price of rcountwas greater than rtable (0.770 > 0.349) thus there was a positive and significant relationship between Work Discipline and Work Ability with Employees’ performance of rxy 0.770 was very positive. From the calculation of the t test, the value of tcount =*

* 1. *was obtained, while the value of ttable at n-2 (32-2) was 30 at a significant level of 5% is 2.042 and if tcount> ttable then the alternative hypothesis (Ha) was accepted, then from the above calculation it can be seen that tcount> ttable was 12.2> 2,042.So it can be stated that there was a real effect between work discipline and work ability on employees’ the performance of social servicein the Serdang Bedagai district, so that the relationship was proven to be significant. Calculation of determination obtained the value of r2 = 64.3%. and the remaining 35.7% was influenced by other variables outside the contribution of this research.Based on the research result, it can be concluded that the morale of work at the Social Services Officer in Serdang Bedagai Regency was a very important factor for increasing employees’ performance maximally.*

*Keywords: work discipline, work ability, employees’ performance*