ABSTRAK

**PENGARUH PELATIHAN DAN DISIPLIN TERHADAP EFEKTIVITAS KERJA PEGAWAI DI KANTOR DPRD KABUPATEN**

**DELI SERDANG**

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Penelitian ini bertujuan untuk mmenganalisis pengaruh pelatihan terhadap efektivitas kerja pegawai di kantor DPRD Kabupaten Deli Serdang, untuk menganalisis pengaruh disiplin terhadap efektivitas kerja pegawai di kantor DPRD Kabupaten Deli Serdang, dan untuk menganalisis pengaruh pelatihan dan disiplin terhadap efektivitas kerja pegawai di kantor DPRD Kabupaten Deli Serdang. Penelitian ini menggunakan metode penelitian kuantitatif dapat diartikan sebagai metode penelitian yang berlandaskan pada filsafat positivisme, digunakan untuk meneliti pada populasi atau sampel tertentu, teknik pengambilan sampel pada umumnya dilakukan secara random, pengumpulan data menggunakan instrument penelitian, analisis data bersifat kuantitatif/statistik dengan tujuan untuk menguji hipotesis yang telah ditetapkan. Populasi penelitian ini adalah pegawai di kantor DPRD Kabupaten Deli Serdang. Penelitian ini mengambil sampel yaitu 84 orang pegawai.. Teknik analisis yang digunakan adalah uji validitas dan reabilitas, analisis regresi linier berganda, serta untuk menguji hipotesis menggunakan uji t (uji parsial), uji F (uji simultan). Hasil penelitian dipeoleh bahwa berdasarkan uji-t diperoleh nilai t-hitung pelatihan sebesar 4,618 > t-tabel = 1,66388, artinya Ho ditolak dan H1 diterima. Jadi pelatihan secara parsial memiliki pengaruh positif dan signifikan terhadap efektivitas kerja pegawai di kantor DPRD Kabupaten Deli Serdang. Berdasarkan hasil penelitian uji-t diperoleh nilai t-hitung disiplin sebesar 2,334 > t-tabel = 1,66388, artinya Ho ditolak dan H2 diterima. Hal ini membuktikan disiplin secara parsial memiliki pengaruh positif dan signifikan terhadap efektivitas kerja pegawai di kantor DPRD Kabupaten Deli Serdang. Berdasarkan hasil penelitian uji-F diperoleh Nilai F-hitung pelatihan dan disiplin sebesar 21,552 > F-tabel = 3,11, maka dapat disimpulkan bahwa Ho ditolak dan H3 dapat diterima yaitu pelatihan dan disiplin secara bersama-sama (simultan) berpengaruh positif dan signifikan terhadap efektivitas kerja pegawai di kantor DPRD Kabupaten Deli Serdang.

Kata kunci :Pelatihan, Disiplin dan Efektivitas Kerja

*ABSTRACT*

***THE INFLUENCE OF TRAINING AND DISCIPLINE ON THE EFFECTIVENESS OF EMPLOYEE WORKERS IN THE***

***REGENCY OFFICE DELI SERDANG***

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*This study aims to analyze the effect of training on employee work effectiveness in the Deli Serdang District DPRD office, to analyze the effect of discipline on the work effectiveness of employees in the Deli Serdang District DPRD office, and to analyze the effect of training and discipline on employee work effectiveness in the Deli Serdang Regency DPRD office. . This research uses quantitative research methods can be interpreted as a research method based on the philosophy of positivism, used to examine populations or specific samples, sampling techniques are generally carried out randomly, data collection using research instruments, quantitative / statistical data analysis with the aim to test the hypothesis that has been set. The study population was employees at the Deli Serdang Regency DPRD office. This study took a sample of 84 employees. The analysis technique used was the validity and reliability test, multiple linear regression analysis, and to test the hypothesis using the t test (partial test), F test (simultaneous test). The results of the study showed that based on the t-test the value of training t-test was obtained 4,618> t-table = 1.66388, meaning Ho was rejected and H1 was accepted. So the training partially has a positive and significant effect on the work effectiveness of employees in the Deli Serdang District Parliament office. Based on the results of the t-test research the discipline t-test value of 2.333> t-table = 1.66388, means that Ho is rejected and H2 is accepted. This proves that discipline partially has a positive and significant effect on the work effectiveness of employees in the Deli Serdang District Parliament office. Based on the results of the F-test research, the F-count value of training and discipline is 21.552> F-table = 3.11, it can be concluded that Ho is rejected and H3 is acceptable, that is, training and discipline together (simultaneous) has positive and significant effect. on the effectiveness of the work of employees in the Deli Serdang Regency DPRD office.*

*Keywords: Training, Discipline and Work Effectiveness*