

ABSTRACT

Indah Novian Sari. 2023. The Influence of Supervision and Work Discipline on the Effectiveness of Employees' Work at the Office of the Regional Disaster Mitigation Agency (BPBD) of Ogan Komering Ulu District. The research was under the guidance of Dr. E. Mardiah Kenamon, S.E., M.Si and Dahlia S.E., M.Si

This research discussed the influence of supervision and work discipline on the effectiveness of employees' work at the office of the Regional Disaster Mitigation Agency (BPBD) of Ogan Komering Ulu District. The data collection method used in this research was through the distribution of questionnaires. The total population was 31 employees. The data analysis method used was Multiple Linear Regression. Based on the results of partial analysis, there was an influence of supervision on the effectiveness of employees' work at the office of the Regional Disaster Mitigation Agency of Ogan Komering Ulu District with a t-value of 3.560. The variable of work discipline had an influence on the effectiveness of employees' work at the office of the Regional Disaster Mitigation Agency of Ogan Komering Ulu District with a t-value of 3.522. Simultaneously, there was an influence of supervision and work discipline on the effectiveness of employees' work at the office of the Regional Disaster Mitigation Agency of Ogan Komering Ulu District. Simultaneously, the variables of supervision and work discipline had an influence on the effectiveness of employees' work. This could be seen from the ANOVA table which showed $F \text{ count} > F_{\text{table}}$ ($87.656 > 3.340$) so H_0 was rejected and H_a was accepted. The coefficient of determination (R^2) obtained was 0.862. This means that the contribution of the influence of supervision and work discipline on the effectiveness of employees' work was 86.2%, while the remaining 13.8% was influenced by other variables outside the other research such as motivation, work evaluation, work environment, equipment and facilities (Gie, 2015:45)

Keywords: Supervision and Work Discipline, Work Effectiveness

ABSTRAK

Indah Novian Sari. 2023. Pengaruh Pengawasan Dan Disiplin Kerja Terhadap Efektivitas Kerja Pegawai Pada Kantor Badan Penanggulangan Bencana Daerah (BPBD) Kabupaten Ogan Komering Ulu. Skripsi dibimbing oleh Dr. E. Mardiah Kenamon, S.E., M.Si dan Dahlia S.E., M.Si

Penelitian ini membahas tentang Pengaruh Pengawasan Dan Disiplin Kerja Terhadap Efektivitas Kerja Pegawai Pada Kantor Badan Penanggulangan Bencana Daerah (BPBD) Kabupaten Ogan Komering Ulu. Metode pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 31 orang pegawai. Metode analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh Pengawasan Terhadap Efektivitas Kerja Pegawai Pada Kantor Badan Penanggulangan Bencana Daerah Kabupaten OKU dengan nilai t hitung sebesar 3,560, Variabel Disiplin kerja ada pengaruh terhadap Efektivitas Kerja Pegawai Pada Kantor Badan Penanggulangan Bencana Daerah Kabupaten OKU dengan nilai t hitung sebesar 3,522, Secara simultan didapatkan ada pengaruh Pengawasan dan Disiplin kerja terhadap Efektivitas Kerja Pegawai Pada Kantor Badan Penanggulangan Bencana Daerah Kabupaten OKU. Secara simultan variabel pengawasan dan disiplin kerja berpengaruh terhadap efektivitas kerja pegawai. Hal ini dapat dilihat dari tabel ANOVA yang menunjukkan $F_{hitung} > F_{tabel}$ ($87,656 > 3,340$) maka H_0 ditolak dan H_a diterima. Koefisien determinasi (R^2) yang diperoleh sebesar 0,862 Hal ini menunjukkan berarti sumbangan pengaruh pengawasan dan disiplin kerja terhadap efektivitas kerja pegawai sebesar 86,2% sedangkan sisanya 13,8% dipengaruhi oleh variabel lain diluar penelitian lain yaitu motivasi, evaluasi kerja, lingkungan kerja perlengkapan dan fasilitas (Gie,2015:45)

Kata Kunci : Pengawasan dan Disiplin Kerja, Efektivitas Kerja