

## ABSTRAK

**RIAYAN AULIA (2023) Pengaruh Kerjasama Tim dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Dinas Pemadam Kebakaran di Kabupaten Ogan Komering Ulu.** Dibimbing Oleh Darman Syafe'i, S.E., M.Si selaku pembimbing I dan Anis Feblin, S.E., M.Si selaku pembimbing II.

Penelitian ini membahas tentang pengaruh kerjasama tim dan disiplin kerja terhadap kinerja pegawai pada dinas pemadam kebakaran di Kabupaten Ogan Komering Ulu. Populasi dalam penelitian ini adalah 45 responden, teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linear berganda. Hasil analisis dalam penelitian ini menjelaskan  $t_{hitung}$  masing-masing variabel kerjasama tim ( $X_1$ ) sebesar 7,650 dan disiplin kerja ( $X_2$ ) sebesar 10,554 lebih besar jika dibandingkan nilai  $t_{tabel}$  sebesar 2,01808 yang menyatakan masing-masing variabel berpengaruh secara parsial terhadap kinerja pegawai dinas pemadam Kebaran di Kabupaten Ogan Komering Ulu. Secara simultan ada pengaruh kerjasama tim dan disiplin kerja terhadap kinerja pegawai pada dinas pemadam kebaran di kabupaten ogan komering ulu. Dengan  $f_{hitung}$  sebesar 204,403 lebih besar dari  $f_{tabel}$  sebesar 3,22. Nilai koefisien determinasi ( $R^2$ ) sebesar 0,907 artinya dalam hal ini sumbangan kerjasama tim dan disiplin kerja sebesar 90,7% sedangkan sisanya 9,3% dipengaruhi variabel lain yang tidak diteliti dalam penelitian ini yaitu motivasi kerja dan budaya kerja ( Afandi, 2021:87).

**Kata kunci : Kerjasama Tim, Disiplin Kerja, dan Kinerja Pegawai**

## **ABSTRACT**

**RIAYAN AULIA (2023) The Influence of Teamwork and Work Discipline on Employees' Performance at the Fire Department in Ogan Komering Ulu Regency.** Under the guidance of Darman Syafe'i, S.E., M.Si and Anis Feblin, S.E., M.Si.

This study discussed the influence of teamwork and work discipline on employees' performance at the fire department in Ogan Komering Ulu Regency. The population in this study was 45 respondents, and the data collection technique used in this study was through questionnaire distribution. The analysis method used was a quantitative method using multiple linear regression analysis. The results of the analysis in this study explained that the t-values for each variable, teamwork (X1) was 7.650, and work discipline (X2) was 10.554, which were higher compared to the t-table value of 2.01808, indicating that each variable had a partial influence on the performance of employees at the fire department in Ogan Komering Ulu Regency. Simultaneously, there was an influence of teamwork and work discipline on employees' performance at the fire department in Ogan Komering Ulu Regency, with an F-value of 204.403, which was higher than the F-table value of 3.22. The coefficient of determination (R square) was 0.907, which meant that in this case, teamwork and work discipline contributed to 90.7% of the employees' performance, while the remaining 9.3% was influenced by other variables not examined in this study, namely work motivation and work culture (Afandi, 2021:87).

**Keywords: Teamwork, Work Discipline, Employees' Performance**