

ABSTRAK

Rezan Herwadi(2022).Pengaruh Disiplin Kerja Dan Karakteristik Individu Terhadap Kinerja Pegawai Dinas Pengendalian Penduduk Keluarga Berencana Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten OKU Selatan. Dibimbing oleh ibu Lisa Hermawati, S.Pd.,M.Siselaku pembimbing I dan ibu Rosmala Dewi, S.E.,M.Si selaku pembimbing II. Penelitian ini bertujuan untuk mengetahui Pengaruh Disiplin Kerja Dan Karakteristik Individu Terhadap Kinerja Pegawai Dinas Pengendalian Penduduk Keluarga Berencana Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten OKU Selatan.

Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil olah data didapatkan bahwa hasil analisis Secara parsial maupun simultan ada pengaruh disiplin kerja dan karakteristik individu terhadap Kinerja pegawai Dinas Pengendalian Penduduk Keluarga Berencana Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten OKU Selatan. koefisien determinasi (R^2) yang diperoleh sebesar 0.854. Hal ini menunjukkan berarti sumbangan pengaruh disiplin kerja dan Karakteristik individu terhadap kinerja pegawai sebesar 85,4% sedangkan sisanya 14,6% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini seperti keahlian dan perilaku (Widodo, 2015:134).

Kata Kunci: Disiplin Kerja, Karakteristik Individu dan Kinerja Pegawai

ABSTRACT

Rezan Herwadi (2022). The Influence of Work Discipline and Individual Characteristics on Employees' Performance at the Office of Population Control, Family Planning, Women's Empowerment and Child Protection, South OKU Regency. Under the guidance of Lisa Hermawati, S.Pd., M. Si and Rosmala Dewi, S.E., M.Si. This study aims to determine the influence of work discipline and individual characteristics on employees' performance at the Office of Population Control, Family Planning, Women's Empowerment and Child Protection, South OKU Regency.

The data analysis technique used is Multiple Linear Regression. Based on the results of data processing, it was found that the results of the analysis were partially or simultaneously there was an influence of work discipline and individual characteristics on the employees' performance of the Office of Population Control, Family Planning, Women's Empowerment and Child Protection, South OKU Regency. The coefficient of determination (R^2) obtained is 0.854. This shows that the contribution of the influence of work discipline and individual characteristics on employees' performance is 85.4% while the remaining 14.6% is influenced by other variables not included in this research model such as skills and behavior (Widodo, 2015: 134).

Keywords: Work Discipline, Individual Characteristics and Employees' Performance