

## ABSTRACT

**Tara Ananda Permatasari. 2022. *The Influence of Work Discipline and Job Satisfaction on Employees'Performance at PT. Minanga Ogan (PKS SEII ENAI MILL)*. Under the guidance of Nazipawati, S.E., M.Si., and Rani Anwar, S.Pd., MM.**

*This study discussed the influence of work discipline and job satisfaction on employees' performance at PT. Minanga Ogan (PKS SEII ENAI MILL). The data collection technique used in this study was through the distribution of questionnaires. The total population was 93 people. The analytical method used was multiple linear regression. The results showed that partially tcount for the Work Discipline variable (X1) was 2.188 with ttable = 1.987 or tcount > ttable or 2.188 > 1.987, the decision was Ho rejected and Ha was accepted, meaning that Work Discipline had a significant influence on the performance at PT. Minanga Ogan (PKS SEII ENAI MILL). For the variable of job satisfaction (X2) tcount = 2.422, with ttable = 1.987. Based on the decision criteria, it turned out that the value of tcount > ttable or 2.422 > 1.987, then the decision Ho was rejected and Ha was accepted, meaning that job satisfaction had a significant influence on employees' performance at PT. Minanga Ogan (PKS SEII ENAI MILL) Fcount was 13,151 and F table was 3,10. So F count > F table or 13,151 > 3,10, then the decision was Ho was rejected and Ha was accepted, meaning that all X variables, namely Work Discipline (X1) and Job Satisfaction (X2) together had a significant influence on Employees'Performance at PT. Minanga Ogan (PKS SEII ENAI MILL). The value of the coefficient of determination (R Square) was 0.226, this indicated that 22.6% of determination (R Square) was 0.226, which indicated that 22.6% was contributed by the Employees'Performance at PT. Minanga Ogan (PKS SEII ENAI MILL) could be explained by the variables of Work Discipline (X1) and Job Satisfaction (X2), while the remaining 77.4% were influenced by other variables besides the variables in this study, for example, job training, personality, motivation, leadership, leadership style, organizational culture, environment work, loyalty, commitment (Kasmir,2017:189).*

**Keywords: Work Discipline, Job Satisfaction, Employees'Performance**

## ABSTRAK

**Tara Ananda Permatasari. 2022.**Pengaruh Disiplin Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan PT. Minanga Ogan (PKS SEII ENAI MILL). Skripsi Dibimbing oleh Nazipawati, S.E., M.Si. dan Rani Anwar, S.Pd., MM.

Penelitian ini membahas tentang Pengaruh Disiplin Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan PT. Minanga Ogan (PKS SEII ENAI MILL). Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 93 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial  $t_{hitung}$  untuk variabel Disiplin Kerja (X1) sebesar 2,188 dengan  $t_{tabel} = 1,987$  atau  $t_{hitung} > t_{tabel}$  atau  $2,188 > 1,987$  maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya Disiplin Kerja berpengaruh signifikan terhadap Kinerja Karyawan PT. Minanga Ogan (PKS SEII ENAI MILL). Untuk variabel Kepuasan Kerja (X2)  $t_{hitung} = 2,422$ , dengan  $t_{tabel} = 1,987$ . Berdasarkan kriteria keputusan ternyata nilai  $t_{hitung} > t_{tabel}$  atau  $2,422 > 1,987$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya Kepuasan Kerja berpengaruh signifikan terhadap Kinerja Karyawan PT. Minanga Ogan (PKS SEII ENAI MILL).  $F_{hitung}$  sebesar 13,151 dan  $F_{tabel} 3,10$ . Jadi  $F_{hitung} > F_{tabel}$  atau  $13,151 > 3,10$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima, artinya seluruh variabel X yaitu Disiplin Kerja (X1) dan Kepuasan Kerja (X2) secara bersama-sama berpengaruh signifikan terhadap Kinerja Karyawan PT. Minanga Ogan (PKS SEII ENAI MILL). Nilai koefisien determinasi (*R Square*) adalah sebesar 0,226 hal ini menunjukkan bahwa sebesar 22,6% determinasi (*R Square*) adalah sebesar 0,226 hal ini menunjukkan bahwa sebesar 22,6% sumbangan dari Kinerja Karyawan PT. Minanga Ogan (PKS SEII ENAI MILL) bisa dijelaskan oleh variabel Disiplin Kerja (X1) dan Kepuasan Kerja (X2), sedangkan sisanya sebesar 77,4% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya pelatihan kerja, Kepribadian, Motivasi, Kepemimpinan, gaya kepemimpinan, budaya organisasi, lingkungan kerja, loyalitas, Komitmen (Kasmir, 2017:189).

**Kata Kunci: Disiplin Kerja, Kepuasan Kerja, Kinerja Karyawan**