

## ***ABSTRACT***

Indri Nabela (2022), The Influence of Training and Discipline on the Work Productivity of Non Permanent Employees at the Secretariat of the DPRD OKU Regency. Under the guidance of **Noviansyah, S.E., M.Si** and **Angga Wibowo Gultom, S.M.B., M.Si**. This research discussed the Influence of Training and Discipline on the Work Productivity of Non Permanent Employees at the Secretariat of the DPRD OKU Regency. The population in this study were 80 Non Permanent Employees at the Secretariat of the DPRD OKU Regency. The analytical method used was quantitative method using Multiple Linear Regression analysis tool. The results of the analysis explain that the t-count of each training variable ( $X_1$ ) was 6.464 and the Discipline variable ( $X_2$ ) was 3.623 which was greater than the t table of 1.99125 which stated that all variables had a significant influence on the Work Productivity of Non Permanent Employees at the Secretariat of the DPRD OKU Regency. The calculated F value of 88,525 was greater than F table 3.12 which stated that together, Training and Discipline had a significant influence on the Work Productivity of Non Permanent Employees at the Secretariat of the DPRD OKU Regency. The value of the coefficient of determination (R Square) in this case the contribution of the Influence of Training and Discipline on the Work Productivity of Non Permanent Employees was 69.7%, while the remaining 30.3% was influenced by other variables outside this study, namely supervision, calmness, and perseverance in working (Busro , 2020:356).

**Keywords: Training, Discipline, Work Productivity**

## ABSTRAK

Indri Nabela (2022), Pengaruh Pelatihan dan Disiplin Terhadap Produktivitas Kerja Karyawan Honorer di Sekretariat DPRD Kab. OKU. Skripsi dibawah bimbingan **Noviansyah, S.E.,M.Si dan Angga Wibowo Gultom, S.M.B.,M.Si**. Skripsi ini membahas tentang Pengaruh Pelatihan dan Disiplin Terhadap Produktivitas Kerja Karyawan Honorer di Sekretariat DPRD Kab. OKU. Populasi dalam penelitian ini adalah 80 orang karyawan honorer sekretariat DPRD Kab. OKU. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis Regresi Linear Berganda. Hasil analisis menjelaskan t hitung masing-masing variabel Pelatihan ( $X_1$ ) sebesar 6,464 dan variabel Disiplin ( $X_2$ ) sebesar 3,623 lebih besar jika dibandingkan dengan t table sebesar 1,99125 menyatakan seluruh variabel berpengaruh signifikan terhadap Produktivitas Kerja Karyawan Honorer di Sekretariat DPRD Kab. OKU. Nilai F hitung sebesar 88.525 lebih besar dari F table 3,12 menyatakan bahwa secara bersama-sama Pelatihan dan Disiplin berpengaruh signifikan Terhadap Produktivitas Kerja Karyawan Honorer di Sekretariat DPRD Kab. OKU. Nilai koefisien determinasi (*R Square*) dalam hal ini sumbangan Pengaruh Pelatihan dan Disiplin Terhadap Produktivitas Kerja Karyawan Honorer sebesar 69,7%, sedangkan sisanya 30,3% dipengaruhi oleh variabel lain diluar penelitian ini yaitu pengawasan, ketenangan, dan ketekunan dalam bekerja (Busro, 2020:356).

**Kata Kunci :Pelatihan, Disiplin, Produktivitas Kerja**

