

ABSTRACT

RIZKY AMALYA PUTRI (2023), The Influence of Position Promotion and Work Discipline on Employees' Performance at PT. Pos Indonesia Baturaja Branch. This research was under the guidance of Dr. Mardiah Kenamon, S.E., M.Si. and Rani Anwar, S.Pd., M.M.

This research aimed to determine the influence of position promotion and work discipline on employees' performance at PT. Pos Indonesia Baturaja Branch. The data collection technique in this research was through distributing questionnaires to a population of 30 people. The analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was an influence of job promotion on employees' performance at PT. Pos Indonesia Baturaja Branch with a t_{count} value of 4.801 $> t_{table}$ 2.05183, there was an influence of work discipline on employees' performance at PT. Pos Indonesia Baturaja Branch with a t_{count} value of 3.984 $> t_{table}$ 2.05183. Simultaneously, it was found that there was an influence of promotion and work discipline on employees' performance at PT. Pos Indonesia Baturaja Branch with a F_{count} value of 18.207 $> F_{table}$ 3.35. The coefficient of determination (R^2) obtained was 0.574, this showed the contribution of the influence of promotion and work discipline on employees' performance at PT. Pos Indonesia Baturaja Branch was 57.4% while the remaining 42.6% was influenced by unknown variables in this research such as compensation, leadership, work stress and work environment (Cipta et al., 2019).

Keywords: Position Promotion, Work Discipline, Employees' Performance

ABSTRAK

RIZKY AMALYA PUTRI (2023), Pengaruh Promosi Jabatan Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT. Pos Indonesia Cabang Baturaja. Dibimbing oleh Ibu Dr. Mardiah Kenamon, S.E., M.Si. selaku pembimbing I dan Ibu Rani Anwar, S.Pd., M.M. selaku Pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Promosi Jabatan Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT. Pos Indonesia Cabang Baturaja. Teknik pengumpulan data dalam penelitian ini melalui penyebaran kuesioner dengan jumlah populasi 30 orang. Teknik analisis yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh promosi jabatan terhadap kinerja karyawan pada PT. Pos Indonesia Cabang Baturaja dengan nilai $t_{hitung} 4,801 > t_{tabel} 2,05183$, ada pengaruh disiplin kerja terhadap kinerja karyawan pada PT. Pos Indonesia Cabang Baturaja dengan nilai $t_{hitung} 3,984 > t_{tabel} 2,05183$. Secara simultan didapatkan ada pengaruh promosi jabatan dan disiplin kerja terhadap kinerja karyawan pada PT. Pos Indonesia Cabang Baturaja dengan nilai $F_{hitung} 18,207 > F_{tabel} 3,35$. Koefisien determinasi (R^2) yang diperoleh sebesar 0,574 hal ini menunjukan berarti sumbangan pengaruh promosi jabatan dan disiplin kerja terhadap kinerja karyawan pada PT. Pos Indonesia Cabang Baturaja sebesar 57,4% sedangkan sisanya 42,6% dipengaruhi oleh variabel yang tidak diketahui dalam penelitian ini seperti kompensasi, kepemimpinan, stres kerja, dan lingkungan kerja (Cipta et al., 2019).

Kata Kunci : Promosi Jabatan, Disiplin Kerja, Kinerja Karyawan