

ABSTRACT

Ajeng Herlita Sandy (2023) The Influence of Work Discipline and Teamwork on Employees' Performance at the UPTD Puskesmas Karya Mukti. The research was under the guidance of Noviansyah, S.E., M.Si and Palupi Indah Sari S.Kom., M.M.

This research discussed the influence of work discipline and teamwork on employees at the UPTD Puskesmas Karya Mukti. The population in this study was 34 respondents, the data collection technique used in this research was through distributing questionnaires. The analytical method used was a quantitative method using multiple linear regression analysis tools. The results of the analysis in this study explained that the tcount for each work discipline variable (X1) was 4,749, and teamwork (X2) was 3,219, which was greater than the ttable value of 2.03951, which stated that each variable had a partial influence on performance. Karya Mukti Community Health Center UPTD employee. Simultaneously there was an influence of work discipline and teamwork on the performance of Karya Mukti Health Center UPTD employees. with Fcount of 15.148 greater than Ftable of 3.28. The coefficient of determination (R square) value was 0.494. This meant that in this case the contribution of work discipline, teamwork was 49.9%, while the remaining 50.6% was influenced by other variables not examined in this research, namely leadership, work environment and work culture (Afandi, 2021: 87).

Keywords: Work Discipline, Teamwork, Employees' Performance

ABSTRAK

Ajeng Herlita Sandy (2023) Pengaruh Disiplin Kerja dan Kerja Sama Tim Terhadap Kinerja Pegawai Pada UPTD Puskesmas Karya Mukti.
Dibimbing selaku pembimbing I dan selaku pembimbing II.

Penelitian ini membahas tentang pengaruh Disiplin Kerja dan Kerja Sama Tim Terhadap Pegawai Pada UPTD Puskesmas Karya Mukti. Populasi dalam penelitian ini adalah 34 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 disiplin kerja (X_1) sebesar 4.749, dan kerja sama tim (X_2) sebesar 3.219 lebih besar jika dibandingkan dengan nilai t_{tabel} sebesar 2,03951 yang menyatakan masing-masing variabel berpengaruh secara parsial terhadap kinerja pegawai UPTD Puskesmas Karya Mukti. Secara simultan ada pengaruh disiplin kerja dan Kerja Sama Tim Terhadap kinerja Pegawai UPTD Puskesmas Karya Mukti. dengan F_{hitung} sebesar 15,148 lebih besar dari F_{tabel} sebesar 3,28. nilai koefisien determinasi (*R square*) sebesar 0,494. artinya dalam hal ini sumbangan disiplin kerja, Kerja Sama Tim sebesar 49,9%, sedangkan sisanya 50,6% dipengaruhi variabel lain yang tidak diteliti dalam penelitian ini yaitu kepemimpinan, Lingkungan kerja dan budaya kerja (Afandi, 2021:87).

Kata kunci : Disiplin Kerja, Kerja Sama Tim, Kinerja Pegawai