

## ABSTRAK

**Dinna Dwi Wahyuni. 2022.** Pengaruh Promosi Jabatan Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Pada PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi. **Skripsi Dibimbing oleh Novegya Ratih P, S.E., M.Si. dan Dyah Ayu Putriani, S.Pd., MSi.**

Penelitian ini membahas tentang .Pengaruh Promosi Jabatan Dan Disiplin Kerja Terhadap Produktivitas Kerja Karyawan Pada PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 30 orang. Metode analisis yang digunakan adalah regresi linear berganda. Hasil penelitian menunjukkan bahwa secara parsial  $t_{hitung}$  untuk variabel Promosi Jabatan (X1) sebesar 2,170 dengan  $t_{tabel} = 2,051$  atau  $t_{hitung} > t_{tabel}$  atau  $2,170 > 2,051$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya Promosi Jabatan berpengaruh signifikan terhadap Produktivitas Kerja Karyawan Pada PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi. Untuk variabel Disiplin Kerja (X2)  $t_{hitung} = 2,321$ , dengan  $t_{tabel} = 2,051$ . Berdasarkan kriteria keputusan ternyata nilai  $t_{hitung} > t_{tabel}$  atau  $2,321 > 2,051$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima artinya Disiplin Kerja berpengaruh signifikan terhadap Produktivitas Kerja Karyawan Pada PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi.  $F_{hitung}$  sebesar 52,553 dan  $F_{tabel} 3,35$ . Jadi  $F_{hitung} > F_{tabel}$  atau  $52,553 > 3,35$ , maka keputusannya  $H_0$  ditolak dan  $H_a$  diterima, artinya seluruh variabel X yaitu seluruh variabel X yaitu Promosi Jabatan (X1) dan Disiplin Kerja (X2) secara bersama-sama berpengaruh signifikan terhadap Produktivitas Kerja Karyawan Pada PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi. Nilai koefisien determinasi (*R Square*) adalah sebesar 0,796 hal ini menunjukkan bahwa sebesar 79,6% sumbangan dari Produktivitas Kerja Karyawan Pada PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi bisa dijelaskan oleh variabel Promosi Jabatan (X1) dan Disiplin Kerja (X2), sedangkan sisanya sebesar 20,4% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini, misalnya kompetensi (upah atau gaji, intensif, penghargaan dan tunjangan), pemberdayaan sumber daya manusia, dan lain-lain.

**Kata Kunci: Promosi Jabatan, Disiplin Kerja, Produktivitas Kerja**

## ABSTRACT

**Dinna Dwi Wahyuni. 2022.** The Influence of Position Promotion and Work Discipline on Employees' Work Productivity at PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi. **Under the guidance of Novegya Ratih P, S.E., M.Si. and Dyah Ayu Putriani, S.Pd., MSi.**

This study discussed the Influence of Position Promotion and Work Discipline on Employees' Work Productivity at PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi. The data collection technique used in this study was through the distribution of questionnaires. The total population was 30 people. The analytical method used was multiple linear regression. The results showed that partially tcount for the Job Promotion variable (X1) was 2.170 with ttable = 2.051 or tcount > ttable or  $2.170 > 2.051$ , then the decision was  $H_0$  was rejected and  $H_a$  was accepted, meaning that Job Promotion had a significant influence on Employees' Work Productivity at PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi. For the Work Discipline variable (X2) tcount = 2,321 , with ttable = 2,051. Based on the decision criteria, it turned out that the value of tcount > ttable or  $2.321 > 2.051$ , then the decision  $H_0$  was rejected and  $H_a$  was accepted, meaning that Work Discipline had a significant influence on Employees' Work Productivity at PT. Indonesian Islamic Bank (BSI) KC Baturaja Rahman Hamidi. Fcount was 52.553 and F table was 3.35. So F count > F table or  $52.553 > 3.35$ , then the decision  $H_0$  is rejected and  $H_a$  is accepted, meaning that all X variables, namely all X variables, namely Position Promotion (X1) and Work Discipline (X2) jointly had a significant influence on Employees' Work Productivity At PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi. The value of the coefficient of determination (R Square) was 0.796, this indicated that 79.6% was the contribution of Employees' Productivity at PT. Bank Syariah Indonesia (BSI) KC Baturaja Rahman Hamidi could be explained by the variables of Job Promotion (X1) and Work Discipline (X2), while the remaining 20.4% were influenced by variables other than the variables in this study, for example competence (wages or salaries, incentives, rewards and benefits), empowering human resources, and others.

**Keywords: Position Promotion, Work Discipline, Work Productivity**