

## **ABSTRACT**

***Della Alif Viona, 2025. The Influence of Work Discipline and Competence on Employee Performance at PT Pos Indonesia (Persero) Baturaja Branch. Thesis supervised by Darman Syafe'i, S.E., M.Si. as the First Advisor, and Nourma Wulanda, S.Pd., M.M. as the Second Advisor.***

*This study aims to examine the influence of work discipline and competence on employee performance at PT Pos Indonesia (Persero) Baturaja Branch. Data were collected through a questionnaire distributed to 30 respondents. The data analysis technique used was multiple linear regression. The partial analysis results showed that work discipline had a significant effect on employee performance, with a t-value of 4.728. Competence also significantly influenced employee performance, with a t-value of 7.048 and a significance level of 0.000, which is lower than  $\alpha = 0.05$ . Simultaneously, work discipline and competence jointly had a significant effect on employee performance, with an F-value of 109.134. The coefficient of determination (R Square) was 0.890, indicating that 89.0% of the variation in employee performance is explained by work discipline and competence, while the remaining 11.0% is influenced by other variables not examined in this study, such as motivation, job satisfaction, stress levels, compensation systems, and job design (Nurfitriani, 2022).*

***Keywords:*** *Work Discipline, Competence, Employee Performance*

## ABSTRAK

**Della Alif Viona, 2025. Pengaruh Disiplin Kerja Dan Kompetensi Terhadap Kinerja Karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja. Skripsi dibimbing oleh Darman Syafe'i, S.E., M.Si. selaku pembimbing I dan Nourma Wulanda, S.Pd., M.M. selaku pembimbing II.**

Penelitian ini membahas tentang Pengaruh Disiplin Kerja Dan Kompetensi Terhadap Kinerja Karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 30 Responden. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial Disiplin Kerja berpengaruh terhadap Kinerja Karyawan pada PT. Pos Indonesia (Persero) Cabang Baturaja dengan nilai  $T_{hitung}$  sebesar 4,728, Variabel Kompetensi berpengaruh terhadap Kinerja Karyawan pada PT. Pos Indonesia (Persero) Cabang Baturaja dengan  $T_{hitung}$  sebesar 7,048 dan nilai  $(0,05) > sig. (0,000)$ . Secara simultan didapatkan ada Disiplin Kerja dan Kompetensi terhadap Kinerja Karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja dengan nilai  $F_{hitung}$  sebesar 109,134. Koefisien determinasi ( $R Square$ ) 0,890. Hal ini menunjukkan berarti sumbangan Pengaruh Disiplin Kerja dan Kompetensi terhadap Kinerja Karyawan Pada PT. Pos Indonesia (Persero) Cabang Baturaja sebesar 89.0% sedangkan sisanya yaitu 11.0% dipengaruhi oleh variabel lainnya di luar penelitian seperti motivasi, kepuasan kerja, tingkat stress, sistem kompensasi, dan desain pekerjaan. (Nurfritriani, 2022).

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