ABSTRAK

Friday Uni Lestari Br. Manalu, NIM. 7183510008. Pengaruh Remunerasi dan Disiplin Kerja Terhadap Kinerja Pegawai Negeri Sipil Dinas Perhubungan Kabupaten Deli Serdang. Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan 2023.

Penelitian ini bertujuan untuk mengetahui Pengaruh Remunerasi dan Disiplin Kerja Terhadap Kinerja Pegawai Negeri Sipil di Dinas Perhubungan Kabupaten Deli Serdang. Penelitian ini menggunakan teknik sampling jenuh yang mana seluruh populasi dijadikan sampel sehingga sampel yang digunakan dalam penelitian ini sebanyak 65 Pegawai Negeri Sipil yang berada di Dinas Perhubungan Kabupaten Deli Serdang. Pengumpulan data dalam penelitian ini dengan membagikan kuesioner kepada 65 Pegawai Negeri Sipil Dinas Perhubungan Kabupaten Deli Serdang. Analisis data menggunakan regresi linier berganda dan uji hipotesis yang dilakukan dengan bantuan program SPSS versi 22. Hasil penelitian menunjukkan remunerasi tidak berpengaruh terhadap kinerja pegawai dibuktikan dengan nilai sign. $> 0,05$ atau $t_{hitung} < t_{tabel}$ ($0,465 > 0,05$ atau $0,735 < 1,998$). Disiplin kerja berpengaruh terhadap kinerja pegawai dibuktikkan dengan nilai sign. $< 0,05$ atau $t_{hitung} > t_{tabel}$ ($0,000 < 0,05$ atau $10,487 > 1,998$). Persamaan regresi untuk variabel remunerasi (X_1) sebesar 0,78 atau 78% dan variabel disiplin kerja (X_2) sebesar 0,845 atau 84,5%. Hasil uji koefisien determinasi menunjukkan nilai *R Square* sebesar 0,742, hal ini berarti pengaruh variabel Remunerasi dan Disiplin Kerja secara simultan terhadap variabel Kinerja Pegawai adalah sebesar 74,2% dan sisanya dipengaruhi oleh variabel lain di luar model penelitian.

Kata kunci: Remunerasi, Disiplin Kerja, Kinerja Pegawai

ABSTRACT

Friday Uni Lestari Br. Manalu, NIM. 7183510008. The Influence of Remuneration and Work Discipline on the Performance of Civil Servants at the Deli Serdang Regency Transportation Service. Department of Management, Faculty of Economics, Medan State University 2023.

This research aims to determine the influence of remuneration and work discipline on the performance of civil servants in the Deli Serdang Regency Transportation Service. This research uses a saturated sampling technique in which the entire population is sampled so that the sample used in this research is 65 Civil Servants who are in the Deli Serdang Regency Transportation Service. Data were collected in this research by distributing questionnaires to 65 Civil Servants of the Deli Serdang Regency Transportation Service. Data analysis used multiple linear regression and hypothesis testing carried out with the help of the SPSS version 22 program. The research results showed that remuneration had no effect on employee performance as evidenced by the sign value. > 0.05 or $t_{count} < t_{table}$ $(0.465 > 0.05$ or $0.735 < 1.998)$. Work discipline influences employee performance as proven by the sign value. < 0.05 or $t_{count} > t_{table}$ $(0.000 < 0.05$ or $10.487 > 1.998)$. The regression equation for the remuneration variable (X_1) is 0.78 or 78% and the work discipline variable (X_2) is 0.845 or 84.5%. The coefficient of determination test shows an *R Square* value of 0.742, this means that the influence of the Remuneration variable and Work Discipline simultaneously on the Employee Performance variable is 74.2% and the rest is influenced by other variables outside the research model.

Keywords: Remuneration, Work Discipline, Employee Performance