

ABSTRAK

Anita Br Saragih, NIM : 7223210004. “Pengaruh Disiplin Waktu dan Kompetensi Terhadap Kinerja Pegawai Pada Balai Besar Pengawas Obat Dan Makanan (BBPOM) Medan”.

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin waktu dan kompetensi terhadap kinerja pegawai pada Balai Besar Pengawas Obat dan Makanan (BBPOM) Medan. Disiplin waktu mencerminkan kepatuhan pegawai terhadap aturan jam kerja, sedangkan kompetensi berkaitan dengan pengetahuan, keterampilan, sikap profesional, dan kemampuan beradaptasi dalam melaksanakan tugas. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik analisis regresi linier berganda. Populasi penelitian berjumlah 132 pegawai BBPOM Medan dengan sampel sebanyak 99 responden yang dipilih menggunakan teknik proportionate stratified random sampling.

Hasil penelitian menunjukkan bahwa Disiplin Waktu berpengaruh positif dan signifikan terhadap Kinerja Pegawai dengan nilai beta 0,495, t hitung 6,317 > t tabel 1,984, dan signifikansi $0,000 < 0,05$. Kompetensi juga berpengaruh positif dan signifikan dengan nilai beta 0,394, t hitung 5,025 > t tabel 1,984, dan signifikansi $0,000 < 0,05$. Secara simultan, kedua variabel berpengaruh signifikan terhadap kinerja pegawai dengan F hitung 88,844 > F tabel 3,094 dan signifikansi $0,000 < 0,05$. Nilai R^2 sebesar 0,649 menunjukkan bahwa 64,9% variasi kinerja pegawai dapat dijelaskan oleh disiplin waktu dan kompetensi, sedangkan 35,1% dipengaruhi oleh faktor lain di luar penelitian.

Kata Kunci: Disiplin Waktu, Kompetensi, Kinerja Pegawai, BBPOM Medan.

ABSTRACT

Anita Br Saragih, NIM: 7223210004. *The Influence of Time Discipline and Competence on Employee Performance at the Medan Center for Drug and Food Control (BBPOM Medan).*

This study aims to examine the influence of time discipline and competence on employee performance at the Medan Center for Drug and Food Control (BBPOM Medan). Time discipline refers to employees' compliance with established working time regulations, while competence encompasses employees' knowledge, skills, professional attitudes, and adaptability in performing their duties. This research employed a quantitative approach using multiple linear regression analysis. The population consisted of 132 employees of BBPOM Medan, with a sample of 99 respondents selected through the proportionate stratified random sampling technique.

The findings indicate that time discipline has a positive and significant effect on employee performance, with a beta coefficient of 0.495, a t-value of $6.317 > 1.984$, and a significance level of $0.000 < 0.05$. Competence also demonstrates a positive and significant effect on employee performance, with a beta coefficient of 0.394, a t-value of $5.025 > 1.984$, and a significance level of $0.000 < 0.05$. Furthermore, the simultaneous test shows that time discipline and competence significantly affect employee performance, with an F-value of $88.844 > 3.094$ and a significance level of $0.000 < 0.05$. The R^2 value of 0.649 indicates that 64.9% of the variation in employee performance can be explained by time discipline and competence, while the remaining 35.1% is influenced by other factors beyond the scope of this study.

Keywords: Time Discipline, Competence, Employee Performance, BBPOM Medan.