

ABSTRAK

Cristin Melani Br Ambarita, NIM : 7213210034, “Pengaruh Disiplin Kerja Dan *Perceived Organizational Support* Terhadap Kinerja Karyawan Di Mawar Bakery And Cake Shop Cabang Simalingkar”.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh disiplin kerja dan *perceived organizational support* terhadap kinerja karyawan di mawar bakery and cake shop cabang simalingkar. Disiplin kerja merupakan suatu sikap dan perilaku yang mencerminkan komitmen dan kesadaran penuh seorang karyawan untuk mematuhi segala peraturan, norma, dan ketentuan yang berlaku dalam organisasi atau perusahaan, baik yang tertulis maupun tidak tertulis, sebagai wujud tanggung jawab mereka sedangkan *perceived organizational support* merupakan penilaian dan keyakinan karyawan terhadap sejauh mana organisasi atau perusahaan menghargai kontribusi mereka dan memperhatikan kesejahteraan mereka secara menyeluruh. Metode penelitian yang digunakan adalah pendekatan kuantitatif dengan analisis regresi linear berganda. Sampel penelitian mencakup seluruh karyawan Mawar Bakery And Cake Shop Cabang Simalingkar sebanyak 45 responden. Hasil penelitian menunjukkan bahwa disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai beta sebesar 0,158 (15,8%) dan nilai signifikansi 0,001. *Perceived Organizational Support* juga memiliki pengaruh positif dan signifikan terhadap kinerja karyawan, dengan nilai beta sebesar 0,321 (32,1%) dan nilai signifikansi 0,000. Serta secara simultan, kedua variabel tersebut memiliki pengaruh sebesar 57,4% terhadap kinerja karyawan berdasarkan nilai *Adjusted R Square*, yang berarti bahwa 42,6% lainnya dipengaruhi oleh variabel lain yang tidak dijelaskan dalam penelitian ini.

Kata Kunci : Disiplin Kerja, *Perceived Organizational Support*, Kinerja Karyawan, Mawar Bakery And Cake Shop

ABSTRACT

Cristin Melani Br Ambarita, NIM: 7213210034 "The Influence of Work Discipline and Perceived Organizational Support on Employee Performance at Mawar Bakery and Cake Shop, Simalingkar Branch"

This study aims to determine and analyze the influence of work discipline and perceived organizational support on employee performance at Mawar Bakery and Cake Shop, Simalingkar Branch. Work discipline refers to the attitude and behavior that reflect an employee's full commitment and awareness to comply with all the rules, norms, and regulations within an organization or company both written and unwritten as a form of responsibility, while perceived organizational support refers to employees' assessment and belief regarding the extent to which the organization values their contributions and cares about their overall well-being. The research method used is a quantitative approach with multiple linear regression analysis. The research sample includes all employees of Mawar Bakery and Cake Shop, Simalingkar Branch, totaling 45 respondents. The results of the study show that work discipline has a positive and significant effect on employee performance, with a beta value of 0.158 (15.8%) and a significance value of 0.001. Perceived organizational support also has a positive and significant effect on employee performance, with a beta value of 0.321 (32.1%) and a significance value of 0.000. Furthermore, simultaneously, both variables have an influence of 57.4% on employee performance based on the Adjusted R Square value, meaning that the remaining 42.6% is influenced by other variables not explained in this study.

Keywords: Work Discipline, Perceived Organizational Support, Employee Performance, Mawar Bakery and Cake Shop