

## ABSTRAK

**Melisa Natasya Saragih, NIM 7153210025 “Pengaruh Pengawasan Dan Disiplin Kerja Terhadap Kinerja Pegawai Puskesmas Tiga Juhar Di Kecamatan STM Hulu Kabupaten Deli Serdang”. Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2020.**

Penelitian ini bertujuan untuk mengetahui Pengaruh Pengawasan Dan Disiplin Kerja Terhadap Kinerja Pegawai Puskesmas Tiga Juhar Di Kecamatan STM Hulu Kabupaten Deli Serdang. Populasi dalam penelitian yaitu sebanyak 48 orang pegawai Puskesmas Tiga Juhar, dengan menggunakan total sampling sebanyak 48 orang pegawai sebagai sampel yang diambil secara keseluruhan dari populasi. Teknik pengumpulan data yang digunakan adalah melalui angket (kuesioner) yang pengukurannya dengan skala likert dan diolah secara statistic menggunakan analisis regresi berganda dan pengujian hipotesis uji t, uji f, dan koefisien determinan yang sebelumnya data telah di uji menggunakan uji validitas, uji reabilitas, dan uji asumsi klasik. Pengolahan data menggunakan program *SPSS 25.0 for windows*.

Berdasarkan hasil penelitian uji hipotesis menunjukkan bahwa: 1) Pengawasan berpengaruh positif dan signifikan terhadap Kinerja Pegawai. 2) Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. Hasil analisis *Adjusted R Square* sebesar 0,272% yang berarti bahwa employee retention sebesar 27,2%, sedangkan sisanya sebesar 72,8% variabel kinerja pegawai dijelaskan oleh variabel lain diluar penelitian.

**Kata Kunci: Pengawasan, Disiplin Kerja, Kinerja Pegawai**

## **ABSTRACT**

***Melisa Natasya Saragih, NIM 7153210025 "Effect Of Supervision And Work Discipline On The Performance Of The Employees Tiga Juhar Public Health Center In The Subdistrict STM Hulu District Deli Serdang". Thesis Department of Management, Faculty of Economics, University of Medan, 2020.***

*The study aims to determine the effect of TigaJuhar Public Health Center in the Subdistrict STM sub-district of Deli Serdang. Population in the study as many as 48 employees as a sample taken as a whole from the population. Data collection techniques used were through questionnaire which were measured with a likert scale and were processed statistically using multiple regression analysis and testing the hypothesis of the t test, f test, and determinant coefficients which had previously been tested using validity, reliability, and classic assumption test. Data processing using SPSS 25.0 for windows.*

*Based on the results of hypothesis testing research shows that 1) supervision has a positive and significant effect on employee performance. 2) work discipline has a positive and significant effect on employee performance. Adjusted R Square analysis result 0,272% which means that employee retention of 27,2%, while the remaining 72,8% employee performance variables are explained by other variables outside the study.*

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

