

ABSTRAK

Penelitian ini dilatarbelakangi oleh permasalahan rendahnya kinerja karyawan PT Japfa Comfeed Indonesia Tbk, setelah dilakukan penyebaran kuesioner pra survey diketahui bahwa rendahnya kinerja pegawai disebabkan oleh rendahnya human relation dan disiplin kerja. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh human relation dan disiplin kerja baik secara simultan maupun parsial terhadap kinerja karyawan PT Japfa Comfeed Indonesia Tbk. Metode penelitian yang digunakan adalah metode analisis deskriptif dan analisis verifikatif. Metode pengambilan sampel dalam penelitian ini adalah sampling jenuh dengan jumlah sampel sebanyak 66 responden. Teknik pengumpulan data adalah penelitian lapangan dan studi literatur. Metode analisis data yang digunakan adalah analisis regresi linier berganda, analisis korelasi berganda dan analisis koefisien determinasi simultan dan parsial. Hasil penelitian menunjukkan bahwa human relation dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Besarnya pengaruh human relation dan disiplin kerja terhadap kinerja karyawan secara simultan adalah sebesar 83%. Pengaruh human relations terhadap kinerja karyawan sebesar 77% sedangkan pengaruh disiplin kerja terhadap kinerja karyawan sebesar 6%. Terdapat sisa pengaruh hasil determinasi secara simultan sebesar 17% yang dimana pengaruh tersebut berasal dari variabel yang tidak diteliti.

Kata Kunci : Human Relationship, Disiplin Kerja dan Kinerja Karyawan

ABSTRACT

This research was motivated by the problem of low employee performance at PT Japfa Comfeed Indonesia Tbk, after distributing the pre-survey questionnaires it was found that the low employee performance was caused by low human relations and work discipline. This study aims to determine how much influence human relations and work discipline both simultaneously and partially have on the performance of employees of PT Japfa Comfeed Indonesia Tbk. The research method used is descriptive analysis method and verification analysis. The sampling method in this study was saturated sampling with a total sample of 66 respondents. Data collection techniques are field research and literature studies. The data analysis method used is multiple linear regression analysis, multiple correlation analysis and simultaneous and partial analysis of the coefficient of determination. The results of the study show that human relations and work discipline have a positive and significant effect on employee performance. The magnitude of the influence of human relations and work discipline on employee performance simultaneously is 83.0%. The influence of human relations on employee performance is 77% while the influence of work discipline on employee performance is 6%. There is a residual influence on the results of a simultaneous determination of 17%, where the effect comes from the variables not examined.

Keywords: Human Relationship, Work Discipline and Employee Performance