

ABSTRAK

Penelitian ini dilakukan berdasarkan adanya permasalahan kinerja pegawai kurang efektif yang disebabkan oleh etos kerja yang kurang baik dan disiplin kerja yang belum sesuai dengan standar. Penelitian ini bertujuan untuk mengetahui pengaruh etos kerja dan disiplin kerja terhadap kinerja pegawai di Dinas Komunikasi dan Informatika Kabupaten Purwakarta. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan jumlah sampel 50 responden. Teknik pengumpulan data yang digunakan adalah observasi, wawancara dan menyebarkan kuesioner. Metode analisis data yang digunakan adalah analisis regresi linear berganda, analisis korelasi berganda dan koefisien determinasi. Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara etos kerja dan disiplin kerja terhadap kinerja pegawai di Dinas Komunikasi dan Informatika Kabupaten Purwakarta baik secara simultan maupun parsial. Besarnya pengaruh etos kerja dan disiplin kerja terhadap kinerja pegawai di Dinas Komunikasi dan Informatika Kabupaten Purwakarta secara simultan sebesar 63,4% dan sisanya 36,6% dipengaruhi variabel lain yang tidak diteliti. Secara parsial besarnya pengaruh disiplin kerja terhadap kinerja pegawai sebesar 33,0% dan pengaruh etos kerja terhadap kinerja pegawai sebesar 30,4%, sehingga dapat disimpulkan bahwa disiplin kerja yang memberikan pengaruh paling besar terhadap kinerja pegawai.

Kata kunci: Etos Kerja, Disiplin Kerja, dan Kinerja Pegawai

ABSTRACT

This research was conducted based on the problem of less effective employee performance caused by poor work ethic and work discipline that was not in accordance with standards. This research aims to determine the influence of work ethic and work discipline on employee performance at the Purwakarta Regency Communication and Information Service. The research method used was descriptive and verification with a sample size of 50 respondents. The data collection techniques used were observation, interviews and distributing questionnaires. The data analysis methods used are multiple linear regression analysis, multiple correlation analysis and coefficient of determination. The research results show that there is a positive and significant influence between work ethic and work discipline on employee performance at the Purwakarta Regency Communication and Information Service, both simultaneously and partially. The magnitude of the influence of work ethic and work discipline on employee performance at the Purwakarta Regency Communication and Information Service is simultaneously 63.4% and the remaining 36.6% is influenced by other variables that were not studied. Partially, the influence of work discipline on employee performance is 33.0% and the influence of work ethic on employee performance is 30.4%, so it can be concluded that work discipline has the greatest influence on employee performance.

Keywords: Work Ethic, Work Discipline, and Employee Performance