

ABSTRAK

Pentingnya Kinerja pegawai dapat ditingkatkan agar pegawai lebih mampu menguasai diri dalam disiplin yang terjadi saat ini di masa new normal dari pandemi virus COVID-19. Berdasarkan fenomena hasil pra survey menunjukkan terdapat permasalahan pada kinerja pegawai yang berkaitan dengan disiplin kerja dan komitmen kerja terhadap kinerja pegawai. Penelitian ini bertujuan untuk mengetahui pengaruh Disiplin Kerja (X1) dan Komitmen Kerja (X2) terhadap Kinerja Pegawai (Y) baik secara simultan maupun secara parsial di Dinas Pendidikan Provinsi Jawa Barat. Metode Penelitian yang digunakan yaitu metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 55 responden. Sedangkan untuk teknik pengumpulan data yang digunakan dalam penelitian ini yaitu observasi, wawancara dan penyebaran kuisioner. Dan untuk metode analisis yang digunakan meliputi regresi linier berganda, korelasi berganda dan koefisien determinasi. Hasil dari penelitian ini menunjukkan bahwa terdapat pengaruh positif dan signifikan secara simultan maupun secara parsial. Secara simultan pengaruh Disiplin Kerja (X1) dan komitmen Kerja (X2) terhadap Kinerja Pegawai (Y) sebesar 80,9% Sedangkan secara parsial Disiplin Kerja (X1) berpengaruh terhadap Kinerja Pegawai (Y) memberikan pengaruh sebesar 42,3% dan Komitmen Kerja (X2) berpengaruh terhadap Kinerja Pegawai(Y) memberikan pengaruh sebesar 38,6% dapat disimpulkan bahwa Disiplin Kerja (X1) dan Komitmen Kerja (X2) memiliki pengaruh yang signifikan terhadap Kinerja Pegawai (Y) Pegawai di Dinas Pendidikan Provinsi Jawa Barat.

Kata Kunci : Pengaruh Disiplin Kerja, Komitmen Kerja, Kinerja Pegawai

ABSTRACT

The importance of employee performance can be improved so that employees are more able to control themselves in the discipline that is happening at this time in the new normal period of the COVID-19 virus pandemic. Based on the phenomenon, the results of the pre-survey showed that there were problems with employee performance related to work discipline and work commitment to employee performance. This study aims to determine the effect of Work Discipline (X1) and Work Commitment (X2) on Employee Performance (Y) both simultaneously and partially at the Education Office of West Java Province. The research method used was descriptive and verification methods with a sample size of 55 respondents. Meanwhile, the data collection techniques used in this research are observation, interviews and distributing questionnaires. And the analytical methods used include multiple linear regression, multiple correlation and coefficient of determination. The results of this research show that there is a positive and significant influence simultaneously and partially. Simultaneously the effect of Work Discipline (X1) and Work Commitment (X2) on Employee Performance (Y) is 80,9%, while partially Work Discipline (X1) has an effect on Employee Performance (Y) giving an effect of 42,3% and Work Commitment (X2) has an effect on Employee Performance (Y) giving an effect of 38,6%, it can be concluded that Work Discipline (X1) and Work Commitment (X2) have a significant influence on Employee Performance (Y) Employees in the Education Office of West Java Province.

Keywords: Effect of Work Discipline, Work Commitment, Employee Performance