

## ABSTRAK

Penelitian ini dilakukan berdasarkan permasalahan yang terjadi pada pegawai Pengadilan Agama Kabupaten Kuningan. Pada penelitian ini ditemukan masalah pada kinerja pegawai di Pengadilan Agama Kabupaten Kuningan, yang diakibatkan oleh disiplin kerja dan *team work*. Hal ini berpengaruh negatif terhadap efisiensi dan efektivitas pelayanan publik yang diberikan. Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja dan *teamwork* terhadap kinerja pegawai di Pengadilan Agama Kabupaten Kuningan. Dalam konteks organisasi, disiplin kerja menjadi faktor penting yang mempengaruhi produktivitas dan kualitas hasil kerja pegawai, sedangkan *teamwork* berperan dalam menciptakan kolaborasi yang efektif di antara anggota tim. Metode penelitian yang digunakan adalah deskriptif dan verifikatif dengan pendekatan kuantitatif, melibatkan 43 pegawai sebagai responden. Teknik sampling yang digunakan yaitu *non probability sampling*. metode analisis yang digunakan yaitu menggunakan analisis *Method of successive interval (MSI)*, analisis regresi linier berganda, analisis koefisien determinasi. Hasil penelitian menunjukkan bahwa variabel disiplin kerja, *team work* dan kinerja pegawai memiliki kategori kurang baik, dan terdapat pengaruh yang positif dan signifikan antara disiplin kerja, dan *team work* terhadap kinerja pegawai. Disiplin kerja dan *team work* berpengaruh secara simultan sebesar 84%. Secara parsial disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai sebesar 62,2% dan *team work* berpengaruh positif dan signifikan terhadap kinerja pegawai sebesar 21,8%.

**Kata Kunci : Disiplin Kerja, Team Work, Kinerja Pegawai.**

## **ABSTRACT**

*This research was conducted based on problems faced by employees at the Religious Court of Kuningan Regency. The study identified issues with employee performance at the Religious Court, caused by work discipline and teamwork. This negatively affects the efficiency and effectiveness of the public services provided. The aim of this research is to analyze the influence of work discipline and teamwork on employee performance at the Religious Court of Kuningan Regency. In an organizational context, work discipline is an important factor that affects productivity and the quality of employees' output, while teamwork plays a role in creating effective collaboration among team members. The research method used is descriptive and verificative with a quantitative approach, involving 43 employees as respondents. The sampling technique employed is non-probability sampling. The analysis methods include the Method of Successive Intervals (MSI), multiple linear regression analysis, and coefficient of determination analysis. The results indicate that the variables of work discipline, teamwork, and employee performance are categorized as poor. There is a positive and significant influence of work discipline and teamwork on employee performance. Work discipline and teamwork simultaneously account for 84% of the variance in employee performance. Specifically, work discipline has a positive and significant impact on employee performance at 62.2%, while teamwork has a positive and significant impact at 21.8%.*

**Keywords:** *Work Discipline, Teamwork, Employee Performance.*