

## **ABSTRAK**

### **PENGARUH KEPUASAN KERJA DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI DI DINAS PENDIDIKAN KABUPATEN INDRAMAYU**

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Penelitian ini dilakukan di Dinas Pendidikan Kabupaten Indramayu. Permasalahan yang menjadikaji andalampenelitian ini adalah belum optimalnya kinerja pegawai. Fokus kajian ini diarahkan pada faktor-faktor yang mempengaruhi kinerja pegawai. Kepuasan kerja dan disiplinkerja dijadikan menjadikan faktor yang mempengaruhi kinerja pegawai. Oleh karena itu, penelitian ini mengkaitkan variabel, yaitu variabel kepuasan kerja ( $X_1$ ), Variabel disiplinkerja ( $X_2$ ) dan variabel kinerja pegawai ( $Y$ ).

Penelitian ini menggunakan metode survey eksplanasi (*explanatory survey*). Teknik pengumpulan data menggunakan angket. Responden dalam penelitian ini berjumlah 57 orang pegawai Dinas Pendidikan Kabupaten Indramayu. Teknik analisis penelitian ini menggunakan analisis regresi sederhana dan analisis ganda.

Hasil analisis data menunjukkan bahwa kepuasan kerja berada pada kategori cukup tinggi, disiplinkerja berada pada kategori cukup tinggi, dan kinerja pegawai berada pada kategori cukup tinggi. Berdasarkan hasil analisis regresi, diperoleh hasil bahwa kepuasan kerja dan disiplinkerja baik secara parsial maupun simultan memiliki pengaruh yang signifikan terhadap kinerja pegawai.

**Kata Kunci:** *Kepuasan Kerja, Disiplin Kerja, Kinerja Pegawai.*

## **ABSTRACT**

### **THE INFLUENCE JOB SATISFACTION AND WORK DISCIPLINE TO EMPLOYEE PERFORMANCE AT INDRAMAYU DEPARTMENT OF EDUCATION**

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*This research was conducted in Department of Education of Indramayu Regency. The problem studied in this research was employee performance which is not optimal. The focus of studies aimed at factors that affect employee performance. Job satisfaction and discipline in working was suspected as the factors that affect employee performance. Therefore, this study examined three variables: job satisfaction variables ( $X_1$ ), discipline in working variable ( $X_2$ ) and employee performance variable ( $Y$ ).*

*This method applied in this study was explanatory survey. Data were collected by using questionnaires. Respondents in this study consisted of 57 employees of Department of Education of Indramayu Regency. The analysis technique of this study used simple regression analysis and multiple analyses.*

*The results of data analysis showed that job satisfaction was on a fairly high category, discipline in work was in fairly high category, and the performance of employees was in the fairly high category. Based on the results of the regression analysis, it is showed that the job satisfaction and discipline in working, both partially and simultaneously, have a significant influence on employee performance.*

***Keywords:*** *job satisfaction, job discipline, employee performance*