

**PENGARUH PENGAWASAN PIMPINAN DAN DISIPLIN KERJA
TERHADAP KINERJA KARYAWAN PADA PERUMDA AIR MINUM
TIRTA HITTA BULELENG**

Oleh

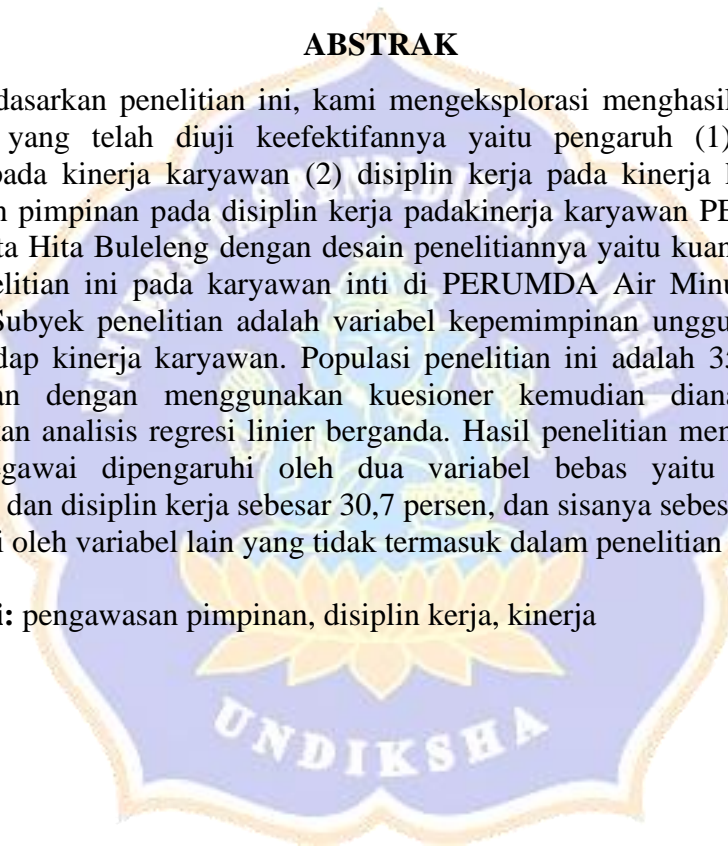
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ABSTRAK

Berdasarkan penelitian ini, kami mengeksplorasi menghasilkan wawasan penjelasan yang telah diuji keefektifannya yaitu pengaruh (1) pengawasan pimpinan pada kinerja karyawan (2) disiplin kerja pada kinerja karyawan, (3) pengawasan pimpinan pada disiplin kerja pada kinerja karyawan PERUMDA Air Minum Tirta Hita Buleleng dengan desain penelitiannya yaitu kuantitatif. Subjek dalam penelitian ini pada karyawan inti di PERUMDA Air Minum Tirta Hita Buleleng. Subyek penelitian adalah variabel kepemimpinan unggul dan disiplin kerja terhadap kinerja karyawan. Populasi penelitian ini adalah 35 orang. Data dikumpulkan dengan menggunakan kuesioner kemudian dianalisis dengan menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan: (1) Kinerja pegawai dipengaruhi oleh dua variabel bebas yaitu pengendalian manajemen dan disiplin kerja sebesar 30,7 persen, dan sisanya sebesar 69,3 persen dipengaruhi oleh variabel lain yang tidak termasuk dalam penelitian ini.

Kata kunci: pengawasan pimpinan, disiplin kerja, kinerja



**THE INFLUENCE OF LEADER SUPERVISION AND WORK DISCIPLINE
ON EMPLOYEE PERFORMANCE AT PERUMDA WATER DRINKING
TIRTA HITA BULELENG**

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ABSTRACT

Based on this research, we explore to produce explanatory insights that have been tested for effectiveness, namely the effect of (1) leadership supervision on employee performance (2) work discipline on employee performance, (3) leadership supervision on work discipline on employee performance PERUMDA Tirta Hita Buleleng Drinking Water with a design research is quantitative. The subjects in this study were key employees at PERUMDA Tirta Hita Buleleng Drinking Water. The research subjects are superior leadership and work discipline variables on employee performance. The population of this research is 35 people. Data were collected using a questionnaire and then analyzed using multiple linear regression analysis. The results showed: (1) Employee performance was influenced by two independent variables, namely management control and work discipline by 30.7 percent, and the remaining 69.3 percent was influenced by other variables not included in this study.

Keywords: *leadership supervision, work discipline, performance*

