

**PENGARUH PROMOSI JABATAN DAN DISIPLIN KERJA  
TERHADAP KINERJA PEGAWAI PERUMDA AIR MINUM  
TIRTA HITTA BULELENG**

**Oleh**

**Ni Gusti Ayu Altarisa Ratna Pradnyamita, NIM. 2017041155**

**Jurusan Manajemen**

**ABSTRAK**

Penelitian ini bertujuan untuk menguji pengaruh promosi jabatan dan disiplin kerja terhadap kinerja pegawai di Perumda Air Minum Tirta Hita Buleleng. Penelitian ini menggunakan pendekatan kuantitatif kausal. Subjek penelitian adalah semua pegawai Perumda Air Minum Tirta Hita Buleleng yang berlokasi di Jalan Melati Nomor 10 Singaraja. Variabel yang diteliti meliputi promosi jabatan ( $X_1$ ), disiplin kerja ( $X_2$ ), dan kinerja pegawai ( $Y$ ). Populasi terdiri dari 249 pegawai, dengan sampel sebanyak 93 pegawai tetap. Pengumpulan data dilakukan menggunakan kuesioner. Data dianalisis menggunakan perangkat lunak *Statistical Package for The Social Science* (SPSS) versi 25, dengan teknik analisis *regresi linear* berganda untuk uji hipotesis parsial (uji t) dan simultan (uji F). Temuan dari penelitian ini menunjukkan bahwa: (1) promosi jabatan dan disiplin kerja secara signifikan memengaruhi kinerja pegawai, (2) promosi jabatan memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, dan (3) disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai.

**Kata kunci:** disiplin kerja, kinerja pegawai, promosi jabatan.

***EFFECT OF POSITION PROMOTION AND WORK DISCIPLINE ON THE  
PERFORMANCE OF PERUMDA DRINKING WATER EMPLOYEES TIRTA  
HITA BULELENG***

***By***

**Ni Gusti Ayu Altarisa Ratna Pradnyamita, NIM. 2017041155**

***Department of Manajemen***

***ABSTRACT***

*This research aims to examine the effect of promotion and work discipline on employee performance at Perumda Air Minum Tirta Hita Buleleng. This research uses a causal quantitative approach. The research subjects were all employees of Perumda Air Minum Tirta Hita Buleleng located on Jalan Melati Number 10 Singaraja. The variables studied include promotion (X1), work discipline (X2), and employee performance (Y). The population consisted of 249 employees, with a sample of 93 permanent employees. Data collection was carried out using a questionnaire. Data were analyzed using the Statistical Package for The Social Science (SPSS) version 25 software, with multiple linear regression analysis techniques for partial (t test) and simultaneous (F test) hypothesis testing. The findings of this research show that: (1) job promotion and work discipline significantly influence employee performance, (2) job promotion has a positive and significant influence on employee performance, and (3) work discipline has a positive and significant influence on employee performance.*

***Keywords:*** *work discipline, employee performance, promotion.*