

PENGARUH KOMPETENSI DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PDAM KABUPATEN KLUNGKUNG

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ABSTRAK

Penelitian ini bertujuan untuk memperoleh temuan eksplanatif yang teruji tentang pengaruh (1) kompetensi dan disiplin kerja terhadap kinerja pegawai, (2) kompetensi terhadap disiplin kerja pegawai, (3) kompetensi terhadap kinerja pegawai, dan (4) disiplin kerja terhadap kinerja pegawai pada PDAM Kabupaten Klungkung. Desain penelitian yang digunakan dalam penelitian ini adalah desain penelitian kuantitatif kausal. Subjek dalam penelitian ini adalah seluruh karyawan pada PDAM Kabupaten Klungkung, objeknya adalah kompetensi, disiplin kerja dan kinerja pegawai. Sampel penelitian ini berjumlah 103 pegawai yang semuanya dijadikan unit pengamatan, sehingga penelitian ini termasuk penelitian populasi. Data dikumpulkan dengan kuesioner, dan wawancara serta dianalisis menggunakan analisis jalur. Hasil yang diperoleh dalam penelitian ini menunjukkan bahwa (1) kompetensi dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, (2) kompetensi berpengaruh positif dan signifikan terhadap disiplin kerja pegawai, (3) kompetensi berpengaruh positif dan signifikan terhadap kinerja pegawai, dan (4) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada PDAM Kabupaten Klungkung.

Kata kunci : kompetensi, disiplin kerja, kinerja pegawai

**THE EFFECT OF WORK COMPETENCY AND DISCIPLINE ON THE
PERFORMANCE OF PDAM EMPLOYEES
KLUNGKUNG DISTRICT**

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ABSTRACT

This study aims to obtain explanatory findings that are tested on the effect of (1) competence and work discipline on employee performance, (2) competence on employee work discipline, (3) competence on employee performance, and (4) work discipline on employee performance at PDAM Klungkung Regency. The research design used in this study is a causal quantitative research design. The subjects in this study were all employees at PDAM Klungkung Regency, the objects were competence, work discipline and employee performance. The sample of this study amounted to 103 employees, all of which were used as units of observation, so that this study included population research. Data were collected by questionnaires, and interviews and analyzed using path analysis. The results obtained in this study indicate that (1) competence and work discipline have a positive and significant effect on employee performance, (2) competence has a positive and significant effect on employee work discipline, (3) competence has a positive and significant effect on employee performance, and (4) work discipline has a positive and significant effect on employee performance at PDAM Klungkung Regency.

Keywords: competence, work discipline, employee performance