

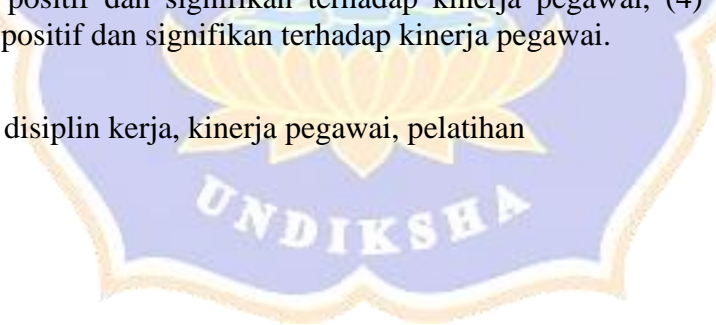
# **PENGARUH PELATIHAN DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI PADA PERUSAHAAN DAERAH AIR MINUM TIRTA SANJIWANI KABUPATEN GIANYAR**

Oleh  
Ni Luh Kadek Tia Parmita, NIM 1717041080  
Program Studi S1 Manajemen, Jurusan Manajemen, Fakultas Ekonomi

## **ABSTRAK**

Penelitian ini bertujuan untuk memperoleh temuan tentang (1) pelatihan dan disiplin kerja terhadap kinerja pegawai, (2) pelatihan terhadap disiplin kerja, (3) pelatihan terhadap kinerja pegawai, (4) disiplin kerja terhadap kinerja pegawai pada Perusahaan Daerah Air Minum Tirta Sanjiwani Kabupaten Gianyar. Rancangan penelitian yang digunakan adalah kuantitatif kausal. Subjek dalam penelitian ini adalah pegawai Perusahaan Daerah Air Minum Tirta Sanjiwani Kabupaten Gianyar dan Objek dalam penelitian ini adalah pelatihan, disiplin kerja, dan kinerja pegawai. Populasidalam penelitian ini sebanyak 231 orang pegawai. Dalam penelitian ini penentuan sampel yang digunakan adalah teknik *disproportionate stratified random sampling*, sampel dalam penelitian ini menggunakan 140 orang pegawai. Data dikumpulkan dengan kuesioner dan pencatatan dokumen kemudian dianalisis dengan analisis jalur. Hasil penelitian menunjukkan bahwa (1) pelatihan dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, (2) Pelatihan berpengaruh positif dan signifikan terhadap disiplin kerja, (3) pelatihan berpengaruh positif dan signifikan terhadap kinerja pegawai, (4) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai.

**Kata kunci:** disiplin kerja, kinerja pegawai, pelatihan



**THE EFFECT OF TRAINING AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT TIRTA SANJIWANI DRINKING WATER COMPANIES, GIANYAR REGENCY**

By

Ni Luh Kadek Tia Parmita, NIM 1717041080

Program Studi S1 Manajemen, Jurusan Manajemen, Fakultas Ekonomi

**ABSTRACT**

*This study aims to obtain findings about (1) training and work discipline on employee performance, (2) training on work discipline, (3) training on employee performance, (4) work discipline on employee performance at the Regional Water Company of Tirta Sanjiwani Regency. Gianyar. The research design used is causal quantitative. The subjects in this study were employees of the Tirta Sanjiwani Regional Drinking Water Company, Gianyar Regency and the objects in this study were training, work discipline, and employee performance. The population in this study were 231 employees. In this study the determination of the sample used was a disproportionate stratified random sampling technique, the sample in this study used 140 employees. Data were collected by questionnaire and document recording and then analyzed by path analysis. The results showed that (1) training and work discipline had a positive and significant effect on employee performance, (2) training had a positive and significant effect on work discipline, (3) training had a positive and significant effect on employee performance, (4) work discipline had a positive effect and significant to employee performance.*

**Keyword:** *work discipline, employee performance, training*

