

The effect of supervision, work discipline and motivation on employee performance in UPTD Puskesmas Klotok Kabupaten Tuban, Silvia Roudhotul Jannah, Ali Muhajir, Ana Fitriyatul Bilgies, 2023, Prodi Manajemen, Fakultas Ekonomi Universitas Islam Darul ‘Ulum Lamongan.

ABSTRACT

This study aims to determine the effect of supervision, work discipline and motivation on employee performance at the UPTD Klotok Health Center in Tuban Regency, both partially and simultaneously, and to find out which variables have an effect. This study uses a quantitative approach with a sample of 40 respondents, while the technique used in sampling is saturated sampling. The analytical method used in this research is validity test, reliability test, multiple linear regression test, coefficient of determination test (R²), classic assumption test, and hypothesis test. Form the results of the analysis obtained bu the partial t test results, the monitoring variable t count $3.802 > t$ table 2.028 with a significant level of $0.001 < 0.05$ can be stated that supervision partially has a positive and significant effect on employee performance. Work discipline variable t count = $-1.693 < t$ table = 2.028 with a significant level of $0.99 > 0.05$ it can be stated that work discipline partially does not affect employee performance. Variable motivation t count $-0.500 < t$ table = 2.028 with a significant level of $0.620 > 0.05$ it can be stated that motivation partially does not effect employee performance. Based on the simultaneous F test, it can be seen that F count = $8.026 > F$ table = 2.86 it can be stated that simultaneously supervision (x1), work discipline (x2), and motivation (x3) effect employee performance (Y).

Keywords : Supervision, Work Discipline, Motivation, Employee Performance

Pengaruh Pengawasan, Disiplin Kerja dan Motivasi terhadap Kinerja Pegawai Di UPTD Puskesmas Klotok Kabupaten Tuban, Silvia Roudhotul Jannah, Ali Muhajir, Ana Fitriyatul Bilgies, 2023, Prodi Manajemen, Fakultas Ekonomi Universitas Islam Darul ‘Ulum Lamongan.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh pengawasan, disiplin kerja dan motivasi terhadap kinerja pegawai di UPTD Puskesmas Klotok Kabupaten Tuban baik secara parsial maupun simultan, serta untuk mengetahui variabel manakah yang berpengaruh. Penelitian ini menggunakan pendekatan kuantitatif dengan sampel sebanyak 40 responden, sedangkan teknik yang digunakan dalam pengambilan sampel yakni sampling jenuh. Metode analisis yang digunakan pada penelitian ini yakni uji validitas, uji reliabilitas, uji regresi linier berganda, uji koefisien determinasi (R^2), uji asumsi klasik, dan uji hipotesis. Dari hasil analisis yang didapat hasil uji t parsial, variabel pengawasan t hitung = 3,802 > t tabel 2,028 dengan taraf signifikan sebesar $0,001 < 0,05$ dapat dinyatakan bahwa pengawasan secara parsial berpengaruh positif dan signifikan terhadap kinerja pegawai. Variabel disiplin kerja t hitung = -1,693 < t tabel = 2,028 dengan taraf signifikan sebesar $0,99 > 0,05$ dapat dinyatakan bahwa disiplin kerja secara parsial tidak berpengaruh terhadap kinerja pegawai. Variabel motivasi t hitung = -0,500 < t tabel = 2,028 dengan taraf signifikan sebesar $0,620 > 0,05$ dapat dinyatakan bahwa motivasi secara parsial tidak berpengaruh terhadap kinerja pegawai. Berdasarkan uji F simultan, terlihat bahwa F hitung = 8,026 > F tabel = 2,86 dapat dinyatakan bahwa secara simultan pengawasan (x1), disiplin kerja (x2), dan motivasi (x3) berpengaruh terhadap kinerja pegawai (Y).

Kata Kunci : Pengawasan, Disiplin Kerja, Motivasi, Kinerja Pegawai