

RINGKASAN

Kinerja pegawai merupakan salah satu faktor penting dalam tercapainya tujuan organisasi. Tanpa adanya kinerja pegawai maka akan sulit organisasi dalam mencapai tujuannya. Kinerja memiliki hubungan dengan hasil kerja seseorang dalam suatu organisasi. Dalam menjalankan pekerjaannya, pegawai harus memiliki kemampuan dan disiplin kerja yang baik demi mencapai kinerja yang optimal. Di Dinas Pendidikan Kabupaten Banyumas sendiri, tingkat kinerja pegawainya sudah cukup baik. Sehingga penelitian ini bertujuan untuk mengetahui hubungan kinerja pegawai di Dinas Pendidikan Kabupaten Banyumas yang dianggap sudah cukup baik dengan tercapainya target kerja terhadap kemampuan kerja dan disiplin kerja pegawai.

Dalam penelitian Pengaruh Kemampuan Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai di Dinas Pendidikan Kabupaten Banyumas ini menggunakan metode kuantitatif asosiatif dengan variabel Kemampuan Kerja (X1) dan variabel Disiplin Kerja (X2) dan variabel Kinerja Pegawai (Y) dengan pengambilan sampel menggunakan Teknik sampling proportionate stratified random sampling dengan sample responden sebanyak 81 responden yang diambil dari total populasi sebesar 101 orang. Penelitian ini akan menggunakan Teknik Analisa Korelasi Product Moment, Uji Regresi Linear Sederhana dan Berganda dan Analisa Elaborasi.

Hasil penelitian ini mengungkapkan bahwa terdapat pengaruh yang positif dan signifikan antara Kemampuan Kerja dan Disiplin Kerja terhadap Kinerja Pegawai di Dinas Pendidikan Kabupaten Banyumas. Hasil perhitungan regresi linear berganda antara variabel Kemampuan Kerja dan Disiplin Kerja terhadap variabel Kinerja Pegawai sebesar 45,9% menunjukkan bahwa adanya pengaruh dimana semakin baik kemampuan dan disiplin pegawai maka akan semakin baik pula kinerja pegawai di Dinas Pendidikan Kabupaten Banyumas. Berdasarkan hasil penelitian tersebut maka dapat diketahui bahwa kinerja pegawai di Dinas Pendidikan Kabupaten Banyumas dipengaruhi oleh kemampuan kerja dan disiplin kerja dari pegawai Dinas Pendidikan Kabupaten Banyumas. Maka dari itu kemampuan kerja dan disiplin kerja dari pegawai diharapkan semakin baik agar kinerja pegawai dari organisasi akan semakin baik.

Kata Kunci : Disiplin Kerja, Kinerja Pegawai, Kemampuan Kerja

SUMMARY

Employee performance is one of the important factors in achieving organizational goals. Without employee performance, it will be difficult for the organization to achieve its goals. Performance has a relationship with the results of a person's work in an organization. In carrying out their work, employees must have good work skills and discipline in order to achieve optimal performance. In the Banyumas Regency Education Office itself, the performance level of its employees is quite good. So this study aims to determine the relationship between employee performance at the Banyumas Regency Education Office which is considered good enough with the achievement of work targets on employee work ability and work discipline.

In the study of the Effect of Work Ability and Work Discipline on Employee Performance at the Banyumas Regency Education Office, it uses associative quantitative methods with Work Ability variables (X1) and Work Discipline variables (X2) and Employee Performance variables (Y) by sampling using proportionate stratified random sampling techniques with a sample of 81 respondents taken from a total population of 101 people. This research will use Product Moment Correlation Analysis Techniques, Simple and Multiple Linear Regression Tests and Elaboration Analysis.

The results of this study revealed that there is a positive and significant influence between Work Ability and Work Discipline on Employee Performance at the Banyumas District Education Office. The results of the calculation of multiple linear regression between the variables Work Ability and Work Discipline on the variable Employee Performance of 45.9% show that there is an influence where the better the ability and discipline of employees, the better the performance of employees at the Banyumas Regency Education Office. Based on the results of the study, it can be seen that the performance of employees at the Banyumas Regency Education Office is influenced by the work ability and work discipline of Banyumas Regency Education Office employees. Therefore, the work ability and work discipline of employees are expected to be better so that the performance of employees from the organization will be better.

Keywords : Work Discipline, Employability, Work performance