

ABSTRACT

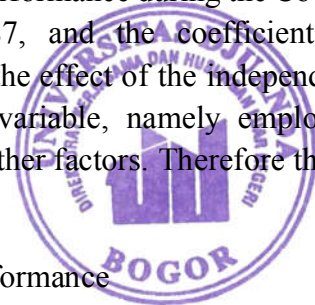
Muhammad Rangga Saputra, Public Administration Study Program, Faculty of Social science, Political Science and Computer sciences, Djuanda University, 2022, The Effect of Discipline on Employee Performance During the Covid-19 Pandemic in the Sub Division of the Directorate of Shipping and Maritime Affairs of the Ministry of Transportation, Supervisor I: M. Yusuf GG Seran, Drs., M.Si., Supervisor II: Hj. Euis Salbiah, Dra., M.Si.

The emergence of various problem factors related to discipline and performance during the Covid-19 pandemic became an obstacle to achieving performance goals as an employee in the sub-section of the Directorate of Shipping and Maritime Affairs (DITKAPEL) at the Ministry of Transportation. The study aimed to determine discipline's effect on employee performance at the Sub-Division of the Directorate of Shipping and Maritime Affairs at the Ministry of Transportation during the Covid-19 pandemic.

The method used in the study is a quantitative method. Collecting data through observation, interviews, and questionnaires. Correlation test using *the Spearman Rank*. The respondents of this study were all employees of the Directorate of Shipping and Maritime Affairs (DITKAPEL) Subsection with a population of 81 employees, a total sample of 45 respondents.

The results of the study indicated that an assessment for the X variable, namely 4.06 which is included in the very good criteria, and for the Y variable was 4.03, which is included in the good criteria. The *Spearman rank* correlation analysis result obtained a correlation coefficient is 0.787, which means that it is in a strong category, with a positive and unidirectional relationship. If there is a significant relationship between the influence of discipline and performance during the Covid-19 pandemic. The correlation value (R) is 0.787, and the coefficient of determination (R Square) is 0.6193. it is known that the effect of the independent variable, namely the discipline on the dependent variable, namely employee performance is 61.93% while 38.07% is affected by other factors. Therefore the X variable contributes 61.93 to the Y variable.

Keywords: effect, employee discipline, employee performance



**PENGARUH DISIPLIN TERHADAP KINERJA
PEGAWAI SAAT PANDEMI COVID-19
DI SUB BAGIAN DIREKTORAT PERKAPALAN DAN
KEPELAUTAN
KEMENTERIAN PERHUBUNGAN**

ABSTRAK

Muhammad Rangga Saputra, Program Studi Ilmu Administrasi Publik, Fakultas Ilmu Sosial dan Ilmu Politik, Universitas Djuanda, 2022, Pengaruh Disiplin Terhadap Kinerja Pegawai Saat Pandemi Covid-19 Di Sub Bagian Direktorat Perkapalan dan Kepelautan Kementerian Perhubungan, Pembimbing I : M. Yusuf G.G. Seran, Drs.,M.Si., Pembimbing II : Ibu H. Euis Salbiah, Dra.,M.Si.

Munculnya berbagai faktor masalah terkait dengan disiplin dan kinerja pada saat pandemi Covid-19 menjadi hambatan dalam tercapainya tujuan kinerja sebagai pegawai di lingkup kerja SUBAG DITKAPEL di Kementerian Perhubungan.

Tujuan penelitian ini untuk mengetahui adakah Pengaruh disiplin terhadap kinerja pegawai pada Sub Bagian Direktorat Perkapalan dan Kepelautan di Kementerian Perhubungan saat masa pandemi Covid-19.

Metode penelitian yang digunakan yaitu metode kuantitatif. Pengambilan data melalui observasi, wawancara dan kuesioner. Uji korelasi menggunakan uji *rank spearman*. Responden penelitian ini semua pegawai SUBAG DITKAPEL dengan populasi berjumlah 81 pegawai, total sampel 45 responden.

Hasil penelitian diperoleh penilaian untuk variable X yaitu 4.06 dengan penilaian sangat baik dan variabel Y adalah 4.03 dengan kriteria penilaian baik. Dalam uji *rank spearman* diperoleh angka koefisien korelasi 0.787 artinya masuk kategori kuat, dengan arah hubungan positif dan searah. Jika terdapat hubungan signifikan antara pengaruh disiplin dengan kinerja pada saat pandemi Covid-19. Nilai korelasi (R) yaitu 0.787, koefisien determinasi (R Square) adalah 0.6193. diketahui bahwa pengaruh variabel bebas yaitu pengaruh disiplin terhadap variabel terikat yaitu kinerja pegawai sebesar 61.93% sedangkan 38.07% yaitu dipengaruhi oleh faktor lain. Dengan demikian variabel X memberikan kontribusi sebesar 61.93 terhadap variabel Y.

Kata kunci : pengaruh, disiplin pegawai, kinerja pegawai