

PENGARUH BEBAN KERJA DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT. MEGA CENTRAL FINANCE BOGOR

THE EFFECT OF WORKLOAD AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. MEGA CENTRAL FINANCE BOGOR

ABSTRAK

Penelitian ini berjudul pengaruh beban kerja dan disiplin kerja terhadap kinerja karyawan pada PT Mega Central Finance Bogor. Metode yang digunakan pada penelitian ini adalah deskriptif kuantitatif dan verifikatif. Penggunaan sampel dalam penelitian berjumlah 65 orang karyawan dalam penyebaran kuesioner. Data kuesioner diuji melalui metode uji validitas, reliabilitas dan asumsi klasik. Teknik analisis menggunakan skala ordinal untuk menganalisis regresi linear berganda, analisis korelasi berganda, analisis koefisien determinasi, uji hipotesis. Tanggapan karyawan terhadap beban kerja terinterpretasi tinggi, disiplin kerja terinterpretasi cukup tinggi dan kinerja karyawan terinterpretasi cukup tinggi. Hasil penelitian menunjukkan bahwa secara simultan beban kerja dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan PT. MCF Bogor. Secara parsial beban kerja berpengaruh negatif dan signifikan terhadap kinerja PT. MCF Bogor, sedangkan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja PT. MCF Bogor.

Kata Kunci : Beban Kerja, Disiplin Kerja dan Kinerja Karyawan.

ABSTRACT

This research is entitled the effect of workload and work discipline on employee performance at PT Mega Central Finance Bogor. The methods used in this study are descriptive, quantitative and verifiative. The use of samples in the study amounted to 65 employees in the distribution of questionnaires. The questionnaire data were tested through classical validity, reliability and assumption test methods. The analysis technique uses ordinal scales to analyze multiple linear regression, multiple correlation analysis, determination coefficient analysis, hypothesis test. Employee responses to the workload are highly interpreted, work discipline is interpreted quite high and employee performance is interpreted quite high. The results showed that simultaneously workload and work discipline had a positive and significant effect on the performance of PT employees. MCF Bogor. Partially, the workload has a negative and significant effect on the performance of PT. MCF Bogor, while work discipline has a positive and significant effect on the performance of PT. MCF Bogor.

Keywords: Workload, Work Discipline and Employee Performance