

PENGARUH DISIPLIN KERJA DAN KOMITMEN ORGANISASI TERHADAP KINERJA PERANGKAT DESA MASANGAN KECAMATAN BUNGAH GRESIK

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ABSTRAK

Penelitian ini memiliki Tujuan untuk mengetahui dan menganalisis Pengaruh Disiplin Kerja dan Komitmen Organisasi terhadap Kinerja Perangkat Desa Masangan Kecamatan Bungah Gresik. Pendekatan yang digunakan dalam penelitian ini yaitu Kuantitatif Regresi linear berganda dengan cara perolehan data melalui kuesioner secara *offline*. Teknik pengambilan sampel dalam penelitian ini yaitu menggunakan teknik *sampling* jenuh. Hasil perolehan data dilakukan melalui *Software Statistical Package for the Social Sciences* (SPSS) dengan responden 34 Perangkat Desa Masangan. Penelitian ini berlatar belakang dari masalah perangkat desa sering datang terlambat karena beberapa perangkat desa lebih mementingkan untuk mengurus sawahnya terlebih dahulu. Desa juga harus menerapkan komitmen terhadap kinerja perangkat desa, agar perangkat desa yang memiliki keterampilan dengan baik tidak berpindah ke desa yang lain. Hal tersebut membuat rendahnya kinerja para perangkat desa. Berdasarkan analisa data statistik secara parsial Disiplin Kerja berpengaruh terhadap Kinerja Perangkat Desa Masangan. Akan tetapi Komitmen Organisasi secara parsial berpengaruh Kinerja Perangkat Desa Masangan. Sedangkan secara simultan Disiplin Kerja dan Komitmen Organisasi berpengaruh Kinerja Perangkat Desa Masangan.

Kata Kunci: Disiplin Kerja, Komitmen Organisasi, Kinerja.

THE EFFECT OF WORK DISCIPLINE AND ORGANIZATIONAL COMMITMENT ON THE PERFORMANCE OF MASANGAN BUNGAH GRESIK

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ABSTRACT

This study aims to identify and analyze the effect of work discipline and organizational commitment on the performance of Masangan village apparatus, Bungah Gresik district. The approach used in this study is Quantitative Multiple Linear Regression by obtaining data through offline questionnaires. The sampling technique in this research is using saturated sampling technique. The results of data acquisition were carried out through the Software Statistical Package for the Social Sciences (SPSS) with 34 respondents from Masangan Village. The background of this research is the problem that village officials often arrive late because some village officials prioritize taking care of their rice fields first. The village must also pay attention to the commitment to the performance of village officials, so that village officials who have good skills do not move to other villages. This makes the performance of village officials low. Based on statistical data analysis, work discipline partially affects the performance of Masangan village officials. However, Organizational Commitment partially affects the Performance of Masangan Village Officials. While simultaneously Work Discipline and Organizational Commitment affect the Performance of Masangan Village Officials.

Keywords: *Work Discipline, Organizational Commitment, Performance.*