

**THE EFFECT OF TRAINING AND WORK DISCIPLINE
ON EMPLOYEE PERFORMANCE**
*(Research on Non Manager Employees at the PDAM Tirta Sukapura
Tasikmalaya District)*

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The objectives of this research was to determine and analyze training, work discipline and employee performance and the effect of training, and work discipline on employee performance at the PDAM Tirta Sukapura Tasikmalaya District. The research method used was a survey method, the type of data used was primary and secondary data, the object of research was the Non Manager Employees at the PDAM Tirta Sukapura Tasikmalaya District as many as 75 people. Sampling using a proportionate stratified sampling 64 people were taken as samples and the analytical method used in this study is multiple regression analysis. Based on the results of the study simultaneous training and work discipline significantly influence employee performance. Partially training have no effect on employee performance, while training have a significant effect on employee performance.

Keywords: *Training , Work Discipline , Employee Performance*

ABSTRAK
PENGARUH PELATIHAN DAN DISIPLIN KERJA
TERHADAP KINERJA PEGAWAI
(Suatu Penelitian Pada Pegawai Non Manajer di PDAM Tirta Sukapura
Kabupaten Tasikmalaya)

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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pelatihan, disiplin kerja dan kinerja pegawai serta pengaruh pelatihan dan disiplin kerja terhadap kinerja pegawai Non Manajer di PDAM Tirta Sukapura Kabupaten Tasikmalaya. Metode penelitian yang digunakan adalah metode survey, jenis data yang digunakan adalah data primer dan sekunder, objek penelitian adalah pegawai Non Manajer PDAM Tirta Sukapura Kabupaten Tasikmalaya, sebanyak 75 orang. Penarikan sampel menggunakan *proportionate stratified sampling* diambil total sebanyak 64 orang dan metode analisis yang digunakan dalam penelitian ini adalah analisis regresi berganda. Berdasarkan hasil penelitian diketahui bahwa pelatihan dan disiplin kerja secara simultan berpengaruh signifikan terhadap kinerja pegawai. Secara parsial pelatihan berpengaruh terhadap kinerja pegawai sedangkan disiplin kerja secara parsial tidak berpengaruh terhadap kinerja pegawai.

Kata Kunci: Pelatihan, Disiplin Kerja, Kinerja Pegawai