

ABSTRACT

The aims of this study are; 1) To determine the orientation effect the employee's performance Production Department at PT. Marinal Indoprima Branch Sumenep; 2) To determine the work discipline effect the employee's performance Production Department at PT. Marinal Indoprima Branch Sumenep; 3) To determine whether the orientation and work experience partially effect at PT. Marinal Indoprima Branch Sumenep; 4) To determine which is dominant among the variables are orientation, work discipline effect to employee's performance production department at PT. Marinal Indoprima Branch Sumenep.

The hypothesis of this study suspected that; 1) orientation variable are positive and significant effect to employee's performance production department at PT. Marinal Indoprima Branch Sumenep; 2) work discipline variable are positive and significant effect to employee's performance production department at PT. Marinal Indoprima Branch Sumenep; 3) orientation and work discipline variables are positive and significant effect to employee's performance production department at PT. Marinal Indoprima Branch Sumenep; 4) work discipline variable is dominant effect at PT. Marinal Indoprima Branch Sumenep.

The result of multiple linear regression analysis are; 1) orientation and work discipline variables effect simultaneously are positive and significant to the employee's performance with the Adjusted R Square of 0,818; 2) partially, orientation and work experience variables effect to the employee's performance with the value of orientation variable t_{count} 3,570 and work experience variable t_{count} 9,201; 3) orientation is the dominant effect to employee's performance with the value of (B) 0,686.

Keywords: Orientation, Work Discipline, Employee's Performance.

ABSTRAK

Tujuan dari penelitian ini adalah; 1) Untuk mengetahui apakah orientasi berpengaruh positif dan signifikan terhadap kinerja karyawan bagian produksi di PT. Marinal Indoprima Cabang Sumenep; 2) Untuk mengetahui apakah disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan bagian produksi PT. Marinal Indoprima Cabang Sumenep; 3) Untuk mengetahui apakah orientasi dan disiplin kerja secara bersama-sama berpengaruh terhadap kinerja karyawan bagian produksi di PT. Marinal Indoprima Cabang Sumenep; 4) Untuk mengetahui diantara kedua variabel orientasi dan disiplin kerja yang manakah yang berpengaruh dominan terhadap kinerja karyawan bagian produksi PT. Marinal Indoprima Cabang Sumenep.

Hipotesis penelitian ini; 1); Diduga variabel orientasi berpengaruh positif dan signifikan terhadap kinerja karyawan bagian produksi di PT. Marinal Indoprima Cabang Sumenep; 2) diduga variabel disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan bagian produksi di PT. Marinal Indoprima Cabang Sumenep; 3) diduga terdapat pengaruh yang positif dan signifikan antara disiplin kerja terhadap kinerja karyawan bagian produksi di PT. Marinal Indoprima Cabang Sumenep; 4) diduga disiplin kerja berpengaruh dominan terhadap kinerja karyawan bagian produksi di PT. Marinal Indoprima Cabang Sumenep.

Berdasarkan hasil analisis regresi linear berganda; 1) secara simultan orientasi dan disiplin kerja berpengaruh terhadap kinerja karyawan dengan nilai Adjusted R Square sebesar 0,818; 2) secara parsial orientasi dan Disiplin Kerja kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dengan nilai variabel orientasi t_{hitung} 3,570 dan variabel disiplin kerja t_{hitung} 9,201; 3) variabel disiplin kerja berpengaruh dominan terhadap kinerja karyawan dengan nilai (B) 0,686.

Kata Kunci: Orientasi, Disiplin Kerja, Kinerja Karyawan.

