

**Pengaruh Disiplin Kerja Dan Komitmen Afektif Terhadap Kinerja Pegawai
(Studi Kasus Pegawai Pengadilan Negeri Jombang)**

ABSTRAK

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Tujuan penelitian ini adalah untuk menjelaskan pengaruh variabel Disiplin Kerja(X1) dan Komitmen Afektif (X2) terhadap Kinerja Pegawai (Y) pada Pegawai Pengadilan Negeri Jombang. Pengumpulan data dilakukan dengan angket, wawancara, observasi, dan dokumentasi. Populasi yang dipergunakan yaitu Pegawai Pengadilan Negeri Jombang yang berjumlah 30 Pegawai. Teknik pengambilan sampel menggunakan teknik sampel jenuh. Metode analisis data menggunakan analisis regresi linier berganda, dengan bantuan aplikasi SPSS Versi 20. Hasil penelitian disiplin kerja dapat meningkatkan kinerja pegawai, dan pengujian penelitian komitmen afektif dapat meningkatkan kinerja pegawai.

Kata Kunci : Disiplin Kerja, Komitmen Afektif, Kinerja Pegawai.

***Effect of Work Discipline and Affective Commitment on Employee Performance
(Case Study Pengadilan Negeri Jombang)***

ABSTRACT

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The purpose of this study was to explain the effect of variable work discipline (X1) and affective commitment (X2) on employee performance (Y) in Jombang District Court employees. Data collection was carried out by means of a questionnaire, interview, observation, and documentation. The population used is the Jombang District Court Employees, amounting to 30 employees. The sampling technique uses saturated sampling technique. The method of data analysis uses multiple linear regression analysis, with the help of the SPSS version 20 application. The results of work discipline research can improve employee performance, and affective commitment research testing can improve employee performance.

Keywords: Work Discipline, Affective Commitment, Employee Performance.