

**PENGARUH DISIPLIN KERJA DAN KEPUASAN KERJA
TERHADAP KINERJA KARYAWAN TEKNISI OUTSOURCING
PT. TELKOM AKSES JOMBANG**

ABSTRAK

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Penelitian ini bertujuan untuk menjelaskan pengaruh disiplin kerja dan kepuasan kerja terhadap kinerja karyawan teknisi outsourcing di PT. Telkom Akses Jombang. Penelitian ini menggunakan metode penelitian kuantitatif dengan jenis penelitian *explanatory research*. Responden dalam penelitian ini adalah 63 karyawan teknisi outsourcing. Teknik analisa data menggunakan deskriptif dan regresi linier berganda. Berdasarkan hasil penelitian, diketahui bahwa disiplin kerja yang cukup maka kinerja karyawan rendah. Sedangkan kepuasan kerja yang rendah maka kinerja karyawan menjadi kurang maksimal.

Kata Kunci : Disiplin kerja, Kepuasan kerja, Kinerja karyawan.

THE EFFECT OF WORK DISCIPLINE AND JOB SATISFACTION
ON THE PERFORMANCE OF OUTSOURCING TECHNICIAN EMPLOYEES
PT. TELKOM ACCESS TO JOMBANG

ABSTRACT

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This study aims to explain the effect of work discipline and job satisfaction on the performance of outsourcing technician employees at PT. Telkom Akses Jombang. This research uses quantitative research methods with explanatory research type. Respondents in this study were 63 outsourcing technician employees. The data analysis technique used descriptive and multiple linear regression. Based on the research results, it is known that sufficient work discipline results in low employee performance. While job satisfaction is low, the employee's performance is less than optimal.

Keywords: Work discipline, Job satisfaction, Employee performance.