

# HUBUNGAN ANTARA DISIPLIN KERJA DAN KEPUASAN KERJA TERHADAP KINERJA PADA KARYAWAN *OUTSOURCING* PT. X DI KOTA Y

Nadia Kumala Khairunnisa  
Fakultas Psikologi  
Universitas Islam Sultan Agung  
Email: [nadiakumalak@std.unissula.ac.id](mailto:nadiakumalak@std.unissula.ac.id)

## ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara disiplin kerja dan kepuasan kerja terhadap kinerja pada karyawan *outsourcing* PT. X di kota Y. Populasi dalam penelitian ini adalah karyawan PT. X Kota Y, dengan sampel penelitian sejumlah 74 orang menggunakan teknik sampel jenuh. Metode pengumpulan data menggunakan skala disiplin kerja, kepuasan kerja dan skala kinerja. Skala disiplin kerja berjumlah 25 dan memiliki koefisien reliabilitas sebesar 0,931. Skala kepuasan kerja berjumlah 32 dan koefisien reliabilitas sebesar 0,944. Skala kinerja berjumlah 17 dan koefisien reliabilitas sebesar 0,837. Analisis data dalam penelitian ini menggunakan teknik analisis regresi ganda dan korelasi parsial dengan bantuan program SPSS versi 19.0.

Hasil uji hipotesis pertama menunjukkan adanya hubungan antara disiplin kerja dan kepuasan kerja dengan kinerja, diperoleh  $r = 0,908$  dengan signifikansi = 0,000 ( $p < 0,05$ ) yang menunjukkan hipotesis pertama diterima. Hasil uji hipotesis kedua yang dilakukan antara variabel disiplin kerja dengan kinerja dengan mengontrol kepuasan kerja, diperoleh  $r_{x_1-2y} = 0,901$  dengan signifikansi 0,000 ( $p < 0,05$ ) yang menunjukkan hipotesis kedua diterima. Hasil tersebut menunjukkan adanya hubungan positif yang signifikan antara disiplin kerja dengan kinerja. Hasil uji hipotesis ketiga antara variabel kepuasan kerja dengan kinerja dengan mengontrol disiplin kerja, diperoleh  $r_{x_2-1y} = 0,572$  dengan signifikansi 0,000 ( $p < 0,05$ ) yang menunjukkan hipotesis ketiga diterima. Hasil tersebut menunjukkan bahwa adanya hubungan positif antara kepuasan kerja dengan kinerja pada karyawan PT. X Kota Y. Kedisiplinan dan kepuasan kerja secara bersama-sama memberikan sumbangan efektif sebesar 82,4% terhadap kinerja.

**Kata kunci:** kinerja, disiplin kerja, kepuasan kerja.

## **THE CORRELATION BETWEEN WORKING DISCIPLINE AND JOB SATISFACTION WITH PERFORMANCE TOWARDS PT. X IN CITY Y**

*Nadia Kumala Khairunnisa*  
*Faculty of Psychology*  
*Sultan Agung Islamic University*  
*Email: [nadiakumalak@std.unissula.ac.id](mailto:nadiakumalak@std.unissula.ac.id)*

### **ABSTRACT**

*This study aimed to determining the relationship between work discipline and job satisfaction on performance in outsourcing employees of PT. X in city Y. The population in this study were employees of PT. X city Y, with the sample of 74 people. This research used sampling technique. The method of collecting data used the scale of work discipline, job satisfaction and performance scale. The work discipline scale was 25 and has a reliability coefficient of 0.931. The job satisfaction scale was 32 and the reliability coefficient was 0.944. The performance scale was 17 and the reliability coefficient was 0.837. The data analysis in this study used multiple regression analysis techniques and partial correlation by SPSS version 19.0.*

*The results of the first hypothesis test showed a relationship between work discipline and job satisfaction with performance, obtained  $R = 0.908$  with significance = 0,000 ( $p < 0.05$ ). It means the first hypothesis was accepted. The results of the second hypothesis test conducted between work discipline variables with performance by controlling job satisfaction, obtained  $R_{x1y} = 0.901$  with a significance of 0,000 ( $p < 0.05$ ). It means the second hypothesis was accepted. These results indicate a significant positive relationship between work discipline and performance. The results of the third hypothesis test between the variables of job satisfaction with performance by controlling work discipline, obtained  $R_{x2y} = 0.572$  with a significance of 0,000 ( $p < 0.05$ ). It means the third hypothesis was accepted. These results indicate that there was a positive relationship between job satisfaction with the performance of the employees of PT. X City Y. Discipline and job satisfaction together make an effective contribution of 82.4% on performance.*

*Keywords: performance, work-discipline, job-satisfaction*