

ABSTRAK

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Program Studi : S1 Manajemen

Judul : Pengaruh Disiplin Kerja dan *Soft skill* Terhadap
Komitmen Organisasi Pada PT Pindo Deli Pulp
and Paper Mills Departemen Paper Machine 9

Penelitian ini bertujuan untuk mengetahui disiplin kerja, *soft skill* dan komitmen organisasi pada PT. Pindo Deli Pulp and Paper Mills Departemen Paper Machine 9. Selain itu penelitian ini bertujuan untuk mengetahui pengaruh secara parsial maupun simultan disiplin kerja dan *soft skill* terhadap komitmen organisasi PT. Pindo Deli Pulp and Paper Mills Departemen Paper Machine 9

Jenis data yang digunakan dalam penelitian ini adalah data kuantitatif. Penelitian ini dilakukan kepada karyawan di PT. Pindo Deli Pulp and Paper Mills Departemen Paper Machine 9 yang berjumlah 83 karyawan. Metode penelitian ini adalah metode penelitian deskriptif dan verifikatif. Alat bantu analisis menggunakan SPSS (*Statistical product and service solution*). Model analisis dalam penelitian ini menggunakan analisis regresi linier berganda.

Dari hasil analisis data penelitian, diperoleh kesimpulan sebagai berikut:

1. Terdapat pengaruh disiplin kerja terhadap komitmen organisasi pada PT. Pindo Deli Pulp and Paper Mills Departemen Paper Machine 9 karena hasil pengujian hipotesisi memaparkan bahwa nilai t_{hitung} sebesar $2.977 > t_{tabel}$ 1.990 dengan sig. $(0,004) < \alpha$ (0,05).
2. Terdapat pengaruh *soft skill* terhadap komitmen organisasi pada PT. Pindo Deli Pulp and Paper Mills Departemen Paper Machine 9 karena hasil pengujian hipotesisi memaparkan nilai t_{hitung} sebesar $2.569 > t_{tabel}$ 1.990 dengan sig. $(0,012) < \alpha$ (0,05).
3. Terdapat pengaruh signifikan antara disiplin kerja dan *soft skill* terhadap komitmen organisasi pada PT. Pindo Deli Pulp and Paper Mills Departemen Paper Machine 9 karena hasil pengujian hipotesis memaparkan nilai F_{hitung} sebesar $7.723 < F_{tabel}$ 3.11 dengan sig. $(0,001) < \alpha$ (0,05).

Berdasarkan hasil uji hipotesis menunjukkan bahwa terdapat pengaruh secara parsial maupun simultan antara variabel disiplin kerja dan *soft skill* terhadap komitmen organisasi.

Kata Kunci: Disiplin Kerja, *Soft Skill*, Komitmen Organisasi

ABSTRACT

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Study Program : S1 Management
Title : The Influence Work Discipline And Soft Skill On Organizational Commitment PT. Pindo Deli Pulp and Paper Mills 2 Department Paper Machine 9

This study aims to determine work discipline, soft skills and organizational commitment at PT. Pindo Deli Pulp and Paper Mills Department of Paper Machine 9. In addition, this study aims to determine the partial and simultaneous influence of work discipline and soft skills on organizational commitment of PT. Pindo Deli Pulp and Paper Mills Department Paper Machine 9

The type of data used in this research is quantitative data. This research was conducted on employees at PT. Pindo Deli Pulp and Paper Mills Department of Paper Machine 9, totaling 83 employees. This research method is descriptive and verification research methods. Analysis tools using SPSS (Statistical product and service solution). The model of analysis in this study uses multiple linear regression analysis.

From the results of the research data analysis, the following conclusions were obtained:

- 1. There is an influence of work discipline on organizational commitment at PT. Pindo Deli Pulp and Paper Mills Department of Paper Machine 9 because the results of the hypothesis testing show that the tcount value is $2,977 > t_{table} 1,990$ with sig. $(0.004) < \alpha (0.05)$.*
- 2. There is an influence of soft skills on organizational commitment at PT. Pindo Deli Pulp and Paper Mills Department of Paper Machine 9 because the results of the hypothesis testing show that the tcount value is $2,569 > t_{table} 1,990$ with sig. $(0.012) < \alpha (0.05)$.*
- 3. There is a significant influence between work discipline and soft skills on organizational commitment at PT. Pindo Deli Pulp and Paper Mills Department of Paper Machine 9 because the results of hypothesis testing show that the Fcount value is $7,723 < F_{table} 3.11$ with sig. $(0.001) < \alpha (0.05)$.*

Based on the results of hypothesis testing, it shows that there is a partial or simultaneous influence between work discipline and soft skills on organizational commitment.

Keywords: Work discipline, Soft Skill, Organizational Commitment