

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kemampuan dan disiplin terhadap kinerja pegawai negeri sipil pada Dinas Pekerjaan Umum Dan Penataan Ruang Kabupaten Karawang. Metode penelitian menggunakan deskriptif dan verifikatif dengan pendekatan kuantitatif, dengan sampel 95 responden. Teknik pengambilan sampel dengan teknik *nonprobability sampling*, instrument pengumpulan data dengan kuisisioner. Analisis data menggunakan analisis regresi linier berganda. Hasil penelitian ini menunjukkan bahwa : (1) kemampuan secara parsial berpengaruh signifikan terhadap kinerja pegawai. (2) Disiplin Kerja secara parsial berpengaruh signifikan terhadap kinerja pegawai (3) Kemampuan dan Disiplin Kerja secara simultan berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata kunci : Kemampuan; Disiplin kerja; kinerja Pegawai ; Dinas Pekerjaan Umum dan Penataan Ruang Kabupaten Karawang.



ABSTRACT

This study aims to determine the effect of ability and discipline on the performance of civil servants at the Public Works and Spatial Planning Office of Karawang Regency. The research method uses descriptive and verification with a quantitative approach, with a sample of 95 respondents. Sampling technique with nonprobability sampling technique, data collection instrument with a questionnaire. Data analysis using multiple linear regression analysis. The results of this study indicate that: (1) ability partially has a significant effect on employee performance. (2) Work Discipline partially has a significant effect on employee performance (3) Ability and Work Discipline simultaneously have a positive and significant effect on employee performance.

Keywords: *Ability; Work discipline; employee performance; Office of Public Works and Spatial Planning Karawang regency.*

