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### Pengaruh Pengawasan & Disiplin Kerja Terhadap Kinerja Karyawan Pada PT Mitra Terminal Kaltim di Kutai Kartanegara

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**Abstract.** This research aims to determine the influence that occurs between the variables of Supervision and Work Discipline on Employee Performance, then also to determine the influence that occurs between the variables of supervision and work discipline partially and simultaneously at PT Mitra Terminal Kaltim in Kutai Kartanegara, East Kalimantan. This research approach is to use a quantitative approach. Data collection techniques use validated and reliable questionnaires and interviews. The technique used in this research is using classical hypothesis testing analysis, Multiple Linear Regression, T Test, F Test, and Coefficient of Determination, data processing using the SPSS (Statistical Package for Social Sciences) test. The population studied was 40 employees. The results of this research show that supervision has partially tested results, namely that it has no influence on employee performance variables, while work discipline has a significant influence on employee performance variables. It can be concluded that supervision and work discipline have a significant influence on employee performance at PT Mitra Terminal Kaltim in Kutai Kartanegara.

**Keywords:** Supervision, Work Discipline, Employee Performance

**Abstrak.** Pada penelitian ini yang bertujuan untuk mengetahui pengaruh yang terjadi antar variabel Pengawasan dan Disiplin Kerja terhadap Kinerja Karyawan, selanjutnya juga untuk mengetahui pengaruh yang terjadi antar variabel pengawasan dan disiplin kerja secara parsial dan simultan pada PT Mitra Terminal Kaltim di Kutai Kartanegara Kalimantan Timur. Pendekatan penelitian ini adalah menggunakan pendekatan kuantitatif. Teknik pengumpulan data menggunakan kuesioner yang divaliditas dan reliabilitas dan wawancara. Teknik yang dilakukan pada penelitian ini yaitu menggunakan analisis uji hipotesis klasik, Regresi Linier Berganda, Uji T, Uji F, dan Koefisien Determinasi pengolahan data menggunakan uji SPSS (Statistical Package for Social Sciences). Populasi yang diteliti adalah 40 karyawan. Hasil penelitian ini menunjukkan bahwa pengawasan memiliki hasil yang diuji secara parsial yaitu tidak memiliki pengaruh terhadap variabel kinerja karyawan, sedangkan disiplin kerja memiliki pengaruh signifikan terhadap variabel kinerja karyawan. Yang dimana dapat disimpulkan

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