

# HUBUNGAN ANTARA PERSEPSI PENGAWASAN MELEKAT DENGAN DISIPLIN KERJA PEGAWAI DI BADAN KEPEGAWAIAN PENDIDIKAN DAN PELATIHAN (BKPP) KABUPATEN X

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## Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan antara persepsi pengawasan melekat dengan disiplin kerja pegawai di Badan Kepegawaian Pendidikan dan Pelatihan (BKPP) Kabupaten X. Hipotesis yang diajukan dalam penelitian ini adalah ada hubungan positif antara persepsi pengawasan melekat dengan disiplin kerja pegawai di Badan Kepegawaian Pendidikan dan Pelatihan (BKPP) Kabupaten X. Subjek penelitian menggunakan seluruh pegawai yang berjumlah 51 orang. Penentuan subjek penelitian menggunakan metode *Sampling Jenuh*. Pengumpulan data penelitian menggunakan alat ukur berupa Skala Disiplin Kerja dan Skala Persepsi Pengawasan Melekat. Metode analisis data yang digunakan adalah *Pearson Correlation*. Hasil analisis data diperoleh nilai korelasi sebesar  $r=0.775$  dan  $p=0.01$  ( $p=0.050$ ). Nilai koefisien determinasi (*R squared*) sebesar 0.628 yang berarti bahwa persepsi pengawasan melekat memberikan sumbangan efektif sebesar 62.8% terhadap disiplin kerja pegawai di Badan Kepegawaian Pendidikan dan Pelatihan (BKPP) Kabupaten X. Hasil penelitian menunjukkan ada hubungan positif antara persepsi pengawasan melekat dengan disiplin kerja pegawai di Badan Kepegawaian Pendidikan dan Pelatihan (BKPP) Kabupaten X.

**Kata kunci:** persepsi pengawasan melekat, disiplin kerja

**THE RELATIONSHIP BETWEEN THE PERCEPTION OF  
THE SUPERVISION SUPERVISORY AND EMPLOYEES  
'DISCIPLINE IN THE EDUCATION AND TRAINING AUTHORITY  
(BKPP) IN DISTRICT X**

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**Abstract**

*This study aims to determine the relationship between the perception of supervision inherent with employee work discipline in the Employment Board of Education and Training (BKPP) District X. The hypothesis proposed in this study is there is a positive relationship between the perception of supervision inherent with employee discipline in the Personnel Board Education and Training (BKPP) District X. Subject of research using all employees amounting to 51 people. Determination of research subjects using the method Sampling Saturated. The research data collection using measuring instrument in the form of Work Discipline Scale and Perception Scale of Inherent Control. Data analysis method used is Pearson Correlation. The results of data analysis obtained correlation value of  $r = 0.775$  and  $p = 0.01$  ( $p = 0.050$ ). The value of coefficient of determination (R squared) equal to 0.628 which means that perception of inherent supervision give effective contribution equal to 62.8% to work discipline of employee at Agency of Personnel of Education and Training (BKPP) Regency X. Results of research indicate there is positive relation between perceived supervision perception with work discipline Employee of the Personnel Board of Education and Training (BKPP) X District.*

**Keywords:** *perception of inherent control, work discipline*