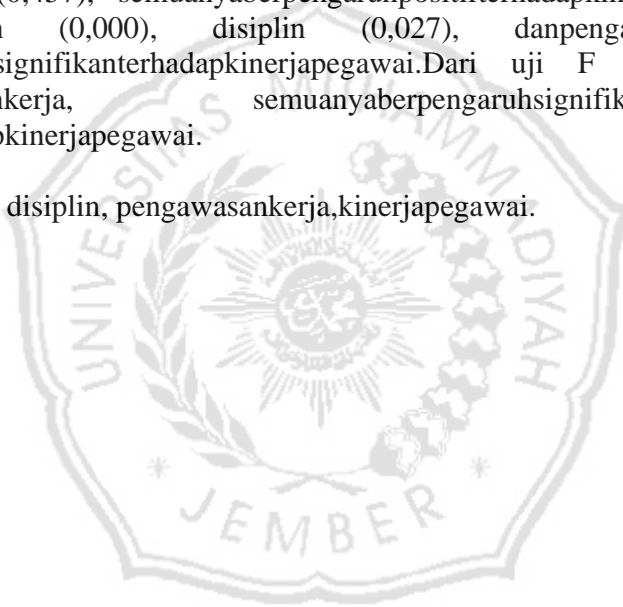


## ABSTRAK

Penelitian ini dilakukan pada pegawai Dinas Kesehatan Kabupaten Bondowoso. Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan, disiplin dan pengawasan kerja terhadap kinerja pegawai Dinas Kesehatan Kabupaten Bondowoso. Dalam penelitian ini data dikumpulkan dengan alat bantu berupa wawancara dan kuesioner terhadap 56 responden dengan teknik purposive sampling, yang bertujuan untuk mengetahui persepsi responden terhadap masing-masing variabel. Analisis yang digunakan meliputi uji instrumen data (uji validitas dan uji reliabilitas), analisis regresi linear berganda, uji asumsi klasik (uji normalitas, uji multikolinearitas dan uji heteroskedastisitas) dan uji hipotesis (uji F, uji t, koefisien determinasi). Dari hasil analisis menggunakan regresi dapat diketahui bahwa variabel pelatihan (0,746), disiplin (0,314) dan pengawasan kerja (0,457), semuanya berpengaruh positif terhadap kinerja pegawai. Dari uji t diperoleh hasil pelatihan (0,000), disiplin (0,027), dan pengawasan kerja (0,000), semuanya berpengaruh signifikan terhadap kinerja pegawai. Dari uji F diperoleh hasil pelatihan, disiplin dan pengawasan kerja, semuanya berpengaruh signifikan (0,000) secara simultan terhadap kinerja pegawai.

**Kata kunci:** pelatihan, disiplin, pengawasan kerja, kinerja pegawai.



## **ABSTRACT**

*This research was conducted on Health Officer District Bondowoso. The aim from this research is to know the effect from Training, Discipline and Supervision to work on the performance of the Health Officer District Bondowoso. In this research collected of data with observation, interview and questionnaire toward 56 respondents with purposive sampling technique. This is doing to know the perceptions from respondents about each variable. Data instrument test (Validity test, and reliability test), multiple linear regression analysis, classic assumption test (Normality test, Multicollinearity test, heteroskedasticity test, Linearity test), and hypothesis test (F test, t test, determination coefficient) will be used to analyze. From regression analysis, we know that training (0,746), discipline (0,314), and supervision to work (0,457) have the positive effect for the employee performance. From t test resulting training (0,000), discipline (0,027), and supervision to work (0,000), that mean all of three variables have significance influential toward employee performance. From F test resulting training, discipline and supervision to work, that mean all of six variables have simultaneous significance influential (0,000) toward employee performance.*

**Key words:** *training, discipline, supervision of work on the performance of employees*

