

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja dan pengawasan terhadap kinerja personel melalui kualitas kerja pada Polda Jawa Timur. Metode penelitian menggunakan pendekatan kuantitatif dengan teknik analisis Structural Equation Modeling berbasis Partial Least Square (SEM-PLS). Hasil penelitian menunjukkan bahwa disiplin kerja dan pengawasan berpengaruh positif dan signifikan terhadap kualitas kerja dan kinerja personel. Kualitas kerja juga terbukti berpengaruh signifikan terhadap kinerja personel serta mampu memediasi pengaruh disiplin kerja dan pengawasan terhadap kinerja. Nilai R-Square menunjukkan bahwa model memiliki kemampuan prediktif yang kuat dalam menjelaskan variasi kualitas dan kinerja personel. Disiplin kerja merupakan variabel yang paling dominan dalam meningkatkan kinerja personel. Temuan ini menegaskan pentingnya penguatan budaya disiplin, sistem pengawasan yang efektif, serta peningkatan kualitas kerja guna mendukung peningkatan kinerja organisasi secara berkelanjutan.

Kata Kunci : Disiplin Kerja, Pengawasan, Kualitas Kerja, Kinerja



## **ABSTRACT**

*This study aims to analyze the influence of work discipline and supervision on personnel performance through personnel quality at the East Java Regional Police (Polda Jawa Timur). The research employs a quantitative approach using Structural Equation Modeling based on Partial Least Square (SEM-PLS) analysis. The results indicate that work discipline and supervision have a positive and significant effect on personnel quality and personnel performance. Personnel quality is also proven to have a significant effect on personnel performance and is able to mediate the influence of work discipline and supervision on performance. The R-Square value shows that the model has strong predictive capability in explaining variations in personnel quality and performance. Work discipline is the most dominant variable in improving personnel performance. These findings emphasize the importance of strengthening a culture of discipline, implementing effective supervision systems, and enhancing personnel quality to support sustainable organizational performance improvement.*

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

