

**ANALYSIS OF THE EFFECT OF WORK DISCIPLINE ON
EMPLOYEE WORK PRODUCTIVITY
AT PT. SUMIGITA JAYA (RUR C) DURI CITY**

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ABSTRACT

*This study aims to analyze the level of employee work discipline, the level of employee work productivity, and the effect of work discipline on employee productivity at PT. Sumigita Jaya (RUR C) Duri City. This research employed a quantitative method with an associative approach to determine the relationship and influence between work discipline as the independent variable and work productivity as the dependent variable. The population of this study consisted of all employees of PT. Sumigita Jaya (RUR C) Duri City, totaling 52 employees. The sampling technique used was saturated sampling, in which the entire population was selected as the research sample. Data were collected through questionnaires and analyzed using validity testing, reliability testing, classical assumption testing, simple correlation analysis, simple linear regression analysis, coefficient of determination analysis, and t-test with the assistance of SPSS software. The results showed that the work discipline variable obtained an average score of 4.72, which falls into the very high category. Meanwhile, the work productivity variable obtained an average score of 4.62, which is also categorized as very high. The simple linear regression analysis produced the equation $Y = 8.108 + 0.416X$. Work discipline was found to have a positive and significant effect on employee productivity, with a correlation coefficient of 0.587 and a significance value of **0.000**. The coefficient of determination analysis indicated that work discipline contributed **34.5%** to employee productivity, while the remaining 65.5% was influenced by other factors not examined in this study.*

Keywords: Employees, PT. Sumigita Jaya (RUR C), Work Discipline, Work Productivity.