

## ABSTRAK

Kinerja pegawai tidak terlepas dari disiplin pegawai itu sendiri, dimana dengan melaksanakan tugas pokok dan fungsinya secara disiplinlah kinerja pegawai akan tercapai seperti yang diharapkan. Salah satu motivasi yang diberikan kepada pegawai negeri sipil adalah dengan memberikan tambahan penghasilan untuk mendorong para pegawai bekerja dengan kemampuan yang optimal. Dengan berdasarkan latar belakang tersebut diatas, maka didalam penelitian ini adalah untuk mengetahui apakah disiplin kerja dan tambahan penghasilan pegawai akan berpengaruh terhadap kinerja PNS. Jenis penelitian ini adalah Penelitian Kuantitatif. Populasi penelitiannya adalah PNS di Kecamatan Lumajang sebanyak 55 orang. Responden sejumlah 55 orang dipilih menggunakan teknik sampel jenuh dengan menyebarkan kuesioner, kemudian dilakukan analisis terhadap kuesioner meliputi uji validitas dan reliabilitas. Hasil penelitian dapat disimpulkan : (1) adanya pengaruh signifikan secara parsial antara Disiplin Kerja terhadap Kinerja PNS sehingga hipotesis pertama dugaan terbukti atau dapat diterima; (2) adanya pengaruh signifikan secara parsial antara tambahan penghasilan pegawai terhadap Kinerja PNS sehingga hipotesis kedua terbukti atau dapat diterima; (3) terdapat pengaruh signifikan secara simultan antara disiplin kerja dan terhadap Kinerja PNS sehingga hipotesis ketiga terbukti atau dapat diterima.

**Kata kunci:** Disiplin Kerja; TPP; Kinerja PNS



## **ABSTRACT**

*Employee performance can not be separated from the discipline of the employee himself, where by carrying out his main duties and functions in a disciplined manner, employee performance will be achieved as expected. One of the motivations given to civil servants is to provide additional income to encourage employees to work with optimal abilities. Based on the above background, this research is to find out whether work discipline and additional employee income will affect the performance of civil servants. This type of research is quantitative research. The research population is civil servants in Lumajang District as many as 55 people. 55 respondents were selected using the saturated sample technique by distributing questionnaires, then an analysis of the questionnaire was carried out including validity and reliability tests. The results of the study can be concluded: (1) there is a partial significant effect between Work Discipline on the Performance of Civil Servants so that the first hypothesis is proven or accepted; (2) there is a partial significant effect between additional employee income on the performance of civil servants so that the second hypothesis is proven or can be accepted; (3) there is a simultaneous significant effect between work discipline and the performance of civil servants so that the third hypothesis is proven or can be accepted.*

**Keywords:** *Work Discipline; Additional Employee Income; PNS Performance*

