

**Pengaruh Pengawasan, Kemampuan Kerja Terhadap Produktivitas
Kerja Karyawan dan Disiplin Sebagai Variabel Interveningi
(Studi Kasus di PT Sabda Jaya Prima Semarang)**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh pengawasan, kemampuan kerja terhadap disiplin dan produktivitas kerja karyawan di PT. Sabda Jaya Prima Semarang. Penelitian ini menggunakan analisis regresi linier berganda dan path analysis dengan program SPSS 20. Populasi dalam penelitian ini adalah seluruh karyawan di PT. Sabda Jaya Prima Semarang dengan jumlah 54 orang. Besarnya sampel yang digunakan sebanyak 54 orang maka disebut penelitian populasi. Hasil penelitian menunjukkan bahwa Pengawasan berpengaruh positive dan signifikan terhadap disiplin, Kemampuan kerja berpengaruh positive dan signifikan terhadap disiplin, Pengawasan berpengaruh positive dan signifikan terhadap Produktivitas Kerja Karyawan. Kemampuan kerja berpengaruh positive dan signifikan terhadap Produktivitas kerja karyawan, Disiplin berpengaruh positive terhadap Produktivitas Kerja Karyawan, tidak ada pengaruh signifikan pengawasan terhadap produktivitas kerja karyawan melalui disiplin dibanding pengaruh secara langsung, terdapat pengaruh kemampuan kerja terhadap produktivitas kerja karyawan melalui disiplin.

Kata Kunci : Pengawasan, Kemampuan Kerja, Disiplin, Produktivitas Kerja Karyawan

**The Influence of Supervision, Job Ability on Employee Productivity
and Discipline As an Intervening Variable
(Case Study at the PT Jaya Prima Semarang)**

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ABSTRACT

This study aimed to examine the effect of supervision, job ability on discipline and employee productivity at PT. Sabda Jaya Prima Semarang. This study used multiple regression analysis and path analysis with SPSS 20 program. The population in this study were all employees at PT. Sabda Jaya Prima Semarang with a total of 54 people. The sample size used was 54 people then called the study population. The result showed that supervision has a positive and significant influence on discipline, job ability has positive and significant influence productivity, job ability has positive and significant influence on employee productivity, discipline has positive influence on employee productivity, there is not have significant influence supervision on employee productivity through discipline than direct influence, there is the influence of job ability on employee productivity at through discipline.

Keyword : Supervision, Job ability, Discipline, Employee Productivity