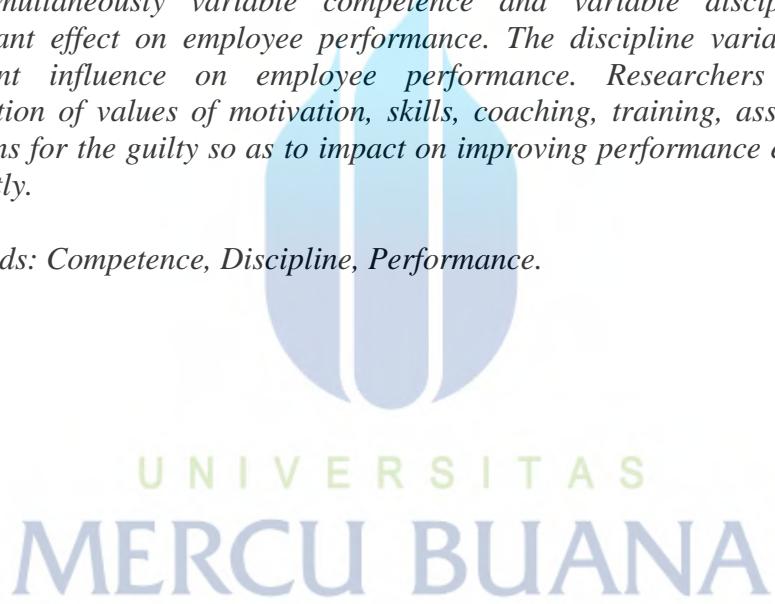# ABSTRACT

This study aims to determine and analyze the influence of competence and discipline on the performance of employees of the Directorate of Education Diniyah and Islamic Boarding School Ministry of Religious Affairs either simultaneously or partially. Source of result comes from primary result and secondary result. Primary result from the distribution of questionnaires and secondary result from journals, books, and related articles. Questionnaires were distributed to 27 staff of Directorate of Education Diniyah and Islamic Boarding School. The sampling technique uses the total sample (census) where the result collection uses all the elements of the population to be studied one by one. Result analysis using descriptive and statistic with multiple linear regression analysis, validity and reliability test. Results of multiple linear regression analysis partially and simultaneously variable competence and variable discipline have a significant effect on employee performance. The discipline variable has more dominant influence on employee performance. Researchers suggest the application of values of motivation, skills, coaching, training, assessment, until sanctions for the guilty so as to impact on improving performance effectively and efficiently.

Keywords: Competence, Discipline, Performance.

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh kompetensi dan disiplin terhadap kinerja pegawai Direktorat Pendidikan Diniyah dan Pondok Pesantren Kementerian Agama baik secara simultan maupun parsial. Sumber data berasal dari data primer dan data sekunder. Data primer dari penyebaran kuesioner dan data sekunder dari jurnal, buku-buku, serta artikel-artikel terkait. Kuesioner disebar kepada 27 pegawai Direktorat Pendidikan Diniyah dan Pondok Pesantren. Teknik *sampling* menggunakan sampel total (sensus) dimana cara pengumpulan data menggunakan seluruh elemen populasi yang akan diteliti satu per satu. Analisa data menggunakan deskriptif dan statistic dengan analisa regresi linier berganda, uji validitas dan reliabilitas. Hasil analisis regresi linier berganda secara parsial dan simultan variable kompetensi serta variable disiplin berpengaruh signifikan terhadap kinerja pegawai. Variabel disiplin lebih berpengaruh dominan terhadap kinerja pegawai. Peneliti menyarankan adanya penerapan nilai-nilai motivasi, keterampilan, pembinaan, pelatihan, assessment, sampai sanksi bagi yang bersalah sehingga berdampak pada peningkatan kinerja secara efektif dan efisien.

Kata Kunci : Kompetensi, Disiplin, dan Kinerja.