

ABSTRAK

Annisa Santia, BP 18101155310521, Manajemen (2023), Pengaruh Disiplin Kerja dan *Locus Of Control* Terhadap Prestasi Kerja Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Pelindo II Cabang Teluk Bayur. Dibawah bimbingan

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Disiplin Kerja dan *Locus Of Control* Terhadap Prestasi Kerja Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Pelindo II Cabang Teluk Bayur. Teknik pengumpulan data menggunakan kuesioner yang diisi oleh responden sebanyak 87 karyawan. Metode analisis yang digunakan adalah *Structural Equation Modelling* (SEM) dengan *Partial Least Square* (PLS).

Hasil analisis data menyimpulkan (1) Disiplin kerja berpengaruh positif yang tidak signifikan terhadap kepuasan kerja (2) *Locus of control* berpengaruh positif dan signifikan terhadap kepuasan kerja (3) Disiplin kerja berpengaruh positif dan signifikan terhadap prestasi kerja (4) *Locus of control* berpengaruh positif dan signifikan terhadap prestasi kerja (5) Kepuasan kerja berpengaruh positif dan signifikan terhadap prestasi kerja (6) Disiplin kerja berpengaruh positif dan signifikan terhadap prestasi kerja melalui kepuasan kerja (7) *Locus of control* berpengaruh positif yang tidak signifikan terhadap prestasi kerja melalui kepuasan kerja.

Kata Kunci : Disiplin Kerja, *Locus Of Control*, Kepuasan Kerja, Prestasi Kerja

ABSTRACT

Annisa Santia, BP 18101155310521, Management (2023), The Effect of Work Discipline and Locus Of Control on Job Performance With Job Satisfaction As Intervening Variable At PT. Pelindo II Teluk Bayur Branch. Under the guidance of This study aims to determine how much influence work discipline and locus of control have on job performance with job satisfaction as an intervening variable at PT. Pelindo II Teluk Bayur Branch. Data collection techniques using questionnaires filled out by respondents as many as 87 employees. The analytical method used is Structural Equalition Modeling (SEM) with Partial Least Square (PLS).

The results of data analysis concluded (1) Work discipline has a positive and insignificant effect on job satisfaction (2) Locus of control has a positive and significant effect on job satisfaction (3) Work discipline has a positive and significant effect on work performance (4) Locus of control has a positive effect and significant to work performance (5) Job satisfaction has a positive and significant effect on work performance (6) Work discipline has a positive and significant effect on work performance through job satisfaction (7) Locus of control has an insignificant positive effect on job performance through job satisfaction .

Keywords: Work Discipline, Locus Of Control, Job Satisfaction, Job Performance