

ABSTRAK

Penelitian ini berjudul “Pengaruh *Teamwork*, Disiplin Kerja, dan Loyalitas Terhadap Kinerja Karyawan PT. Hero Supermarket Tbk. (Giant Express HR. Muhammad)” bertujuan untuk mengetahui pengaruh *teamwork*, disiplin kerja, dan loyalitas terhadap kinerja karyawan dan dilakukan dengan menggunakan metode kuantitatif yaitu penelitian yang menitikberatkan pada pengujian hipotesa dengan alat analisa metode statistik dan menghasilkan kesimpulan yang dapat digeneralisasikan. Populasi dalam penelitian ini adalah karyawan Giant Ekpres HR. Muhammad Surabaya sejumlah 34 orang, dengan jumlah sampel yang digunakan dalam penelitian pada seluruh karyawan bertemu selama masa penelitian yaitu sejumlah 34 responden. Alat uji yang digunakan adalah teknik analisis regresi linier berganda dengan bantuan *software* SPSS versi 16 dengan uji intrumen, validitas, uji reliabilitas, uji asumsi klasik yaitu uji normalitas, heterokedasitas, dan uji multikolienaritas. Uji t dan koefisien determinan. Hasil penelitian menunjukkan bahwa, uji validitas semua instrumen dinyatakan valid, dengan hasil r tabel 0,349, sedangkan uji reliabilitas variabel *teamwork* 0,803. Variabel disiplin kerja 0,808. Variabel loyalitas 0,782. Variabel kinerja karyawan 0,826, hal ini berarti semua variabel reliabel untuk diteliti. Uji asumsi klasik, uji normalitas taburan item bertabur normal, untuk uji heterosekedasitas tidak ada penyimpangan, serta uji multikolienaritas > dari 10, hal ini berarti tidak ada variabel pengganggu. Hasil pengujian hipotesa, uji t menyatakan bahwa *teamwork* berpengaruh signifikan terhadap kinerja karyawan dengan nilai signifikansi 0,036 dengan nilai pengaruh 2,977, sehingga hipotesis diterima. Disiplin kerja terhadap kinerja karyawan berpengaruh signifikan dengan nilai signifikan 0,000, nilai pengaruh 5,552, sehingga hipotesis diterima. Sedangkan loyalitas terhadap kinerja karyawan berpengaruh signifikan dengan nilai signifikan 0,019, nilai pengaruh 2,902, sehingga hipotesis diterima. Uji f dari pengaruh *teamwork*, disiplin kerja, dan loyalitas berpengaruh signifikan terhadap kinerja dengan nilai signifikansi sebesar 0,000 dengan nilai pengaruh sejumlah 2,92, sehingga hipotesa diterima. Uji koefisien determinasi sebesar 70%, yang menyatakan bahwa *teamwork*, disiplin kerja, dan loyalitas berpengaruh sebesar 70%, sedangkan sisanya dipengaruhi oleh variabel lain diluar variabel penelitian ini.

Kata Kunci : *Teamwork*, Disiplin Kerja, Loyalitas, Kinerja Karyawan.

ABSTRACT

This study entitled "The Effect of Teamwok, Work Discipline, and Loyalty on Employee Performance at PT. Hero Supermarket Tbk. (Giant Express HR. Muhammad)" aims to determine the effect of teamwok, work discipline, and loyalty on employee performance. This research was conducted using quantitative methods, the research which focuses on testing hypotheses with statistical analysis methods and produce conclusions that can be generalized. The population in this study were employees of Giant Express HR. Muhammad Surabaya a total of 34 people, with the number of samples used in the study of allemployees met during the research period, namely a number of 34 respondents. The test instrument used is multiple linear regression analysis techniques withthe help of SPSS version 22 software with instrument tests, validity, reliability tests, classical assumption tests, namely normality test, heterocedasticity, and multicollinearity test. T test and determinant coefficient. The results showed that, the validity test of all instruments was declared valid, with the result of r table 0.349, while the teamwork variable reliability test was 0.803. Work discipline variable 0.808. Loyalty variable 0.782. Employee performance variable is 0.826, this means that all variables are reliable to be researched. Classical assumption test, normality test of normal sprinkled items, for heterosecedacity test there is nodeviation, and multicollinarity test > than 10, this means there are no confounding variables. The results of hypothesis testing, t test states that teamwork has a significant effect on employee performance with a significance value of 0.036 withan effect value of 2.977, so that the hypothesis is accepted. Work discipline on employee performance has a significant effect with a significant value of 0.000, the effect value is 5.552, so the hypothesis is accepted. While loyalty to employee performance has a significant effect with a significant value of 0.019, the effect value is 2.902, so the hypothesis is accepted. The f test of the influenceof teamwork, work discipline, and loyalty has a significant effect on performance with a significance value of 0.000 with an effect value of 2.92, so the hypothesis is accepted. The determination coefficient test is 70%, which states that teamwork, work discipline, and loyalty have an effect of 70%, while the rest is influenced by other variables outside of this research variable.

Keywords: Teamwok, Work Discipline, Loyalty, Employee Performance.