

ABSTRACT

THE INFLUENCE OF WORK SUPERVISION TOWARD PERFORMANCE AND DISCIPLINE OF EMPLOYEE WORK IN PART OF HUMAN RESOURCES AT PT PERKEBUNAN NUSANTARA VII (SHARE) AT BANDAR LAMPUNG

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PT. Perkebunan Nusantara VII (share) at Bandar Lampung is one of public ownership corporation that move in agriculture sector in Indonesia. Supervision is one of important factor in influences performance and discipline employee work because it is as tool controlling existing activities in that company. By supervision so the employee controllable well so that performance and discipline work and task with responsibility can be increased.

Problem that faced by PT. Perkebunan Nusantara VII (share) at Bandar Lampung is at incoming suitable to standard that had made by company. But in the sick explanations still any sick explanations without doctor explanation. Meanwhile based on the role, if does not absence because sick, it should be doctor explanation in order to work discipline. in employee work target evaluation element description year 2008 still found value C (enough) which is totally four and two has value B (good) from six evaluation criteria and in 2009 experience enhanced enough significant with work supervision system existence so that work target evaluation gets value B(good) from all criteria.

This research aim to know the influence of work supervision toward performance and discipline of employee work in part of human resources at PT. Perkebunan Nusantara VII (share) in Bandar Lampung. Hypothesis that submitted in this research are positive influence existence between work supervision towards performance and discipline human resource part employee work in PT. Perkebunan Nusantara VII (share) at Bandar Lampung.

Tool analysis uses correlation *product moment* and to detect the influence between three variables that researched. Calculation result as follows: determination coefficient (KD1) is got as big as 56, 62 % the rest 43, 38 % determined by variable other is not researched. KD2 (57, 00 %) the rests 43, 38 % determined by variable other is not researched. result $r_{xy1} (0,752) > r \text{ table } (0,355)$ and $r_{xy2} (0,755) > r \text{ table } (0,355)$. test $t_1 (6,149) > t \text{ table } (1,697)$ and $t_2 (6,364) > t \text{ table }$

(1,697) so that H_a accepted and H_o averse so influential hypothesis significant between work supervision towards performance and discipline employee work. this matter shows found which are positive influence from work supervision towards performance and discipline employee work in PT. Perkebunan NusantaraVII (share) at Bandar Lampung. based on qualitative analysis result knowable that supervision indicator that done the work execution standard stipulating (61,29%), work report (54,84%), error repair (38,715), work supervision levels (29,03%) and doubt or punishment (35,48%). indicator necessary repaired the work supervision level that has percentage value lowest with supervision directly by higher person in company.

Side company should be able to more pay attention supervision execution with do direct overview by higher so it can immediately detect error or infringement it and it can be taken correction action. Besides that, company must act firm in the case of gift doubt towards error or infringement which is done by employee, doubt should distinguishable as according to big the so small error or infringement which is done. In the case of discipline employee work in consequence of supervision under communication should company to pay attention action discipline that given to employee. Besides that it is make creation in a good discipline. Best company also pay attention factors that influence discipline employee work and treat employee boot merely as factors of production so it emerge sense of belonging one another between company and employee, this matter also influential towards taste that have responsibility towards job and discipline work been created well so indirectly increase employee performance in that company.