

BAB VI

KESIMPULAN DAN SARAN

6.1 Kesimpulan

Berdasarkan analisis hasil penelitian yang telah di paparkan pada bab sebelumnya, maka dapat ditarik kesimpulan sebagai berikut:

1. Berdasarkan jawaban responden pada bab sebelumnya, dapat disimpulkan bahwa pengawasan kerja yang dilakukan oleh Kepala Desa Gorontalo sebagai pimpinan terhadap pegawai di Kantor Desa Gorontalo termasuk dalam kategori “baik”. Hal ini sesuai dengan observasi yang dilakukan oleh peneliti di mana peneliti melihat bahwa pengawasan yang dilakukan oleh Kepala Desa Gorontalo merupakan pengawasan langsung yang dilakukan secara mendadak dan pelaksanaanya berjalan dengan baik.
2. Berdasarkan penjelasan pada bab sebelumnya, dapat disimpulkan bahwa disiplin kerja pegawai di Kantor Desa Gorontalo sudah “baik”. Hal ini dikarenakan adanya pengawasan yang dilakukan untuk meminimalisir kesalahan dan pelanggaran aturan kerja yang akan berdampak pada pencapaian visi-misi Kantor Desa Gorontalo.
3. Berdasarkan analisis regresi linear sederhana, diketahui bahwa pengawasan berpengaruh positif dan signifikan terhadap disiplin kerja di Kantor Desa Gorontalo, Kecamatan Komodo, Kabupaten Manggarai Barat. Apabila pengawasan terjadi peningkatan 1 satuan,

maka disiplin kerja pegawai di Kantor Desa Gorontalo akan meningkat sebesar 59,8%. Meningkatnya variabel Pengawasan berakibat pada peningkatan variabel disiplin kerja.

6.2 Saran

Berdasarkan hasil penelitian, diketahui bahwa terdapat pengaruh positif antara pengawasan terhadap disiplin kerja, maka peneliti mengusulkan agar pengawasan di Kantor Desa Gorontalo diperketat karena dapat memberikan dampak positif terhadap disiplin kerja pegawai di Kantor Desa Gorontalo, Kecamatan Komodo, Kabupaten Manggarai Barat.

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LAMPIRAN

Uji Validitas

		Correlations																
		x1	x2	x3	x4	x5	x6	x7	x8	x9	x10	x11	x12	x13	x14	x15	x16	total
x1	Pearson Correlation	1	,823	,582	,637	,770	,433	,229	,135	,207	,178	,115	,163	,129	,433	,751	,625	,570
	Sig. (2-tailed)		<.001	<.001	<.001	<.001	,017	,224	,477	,273	,348	,545	,390	,497	,017	<.001	<.001	,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x2	Pearson Correlation	,823	1	,683	,793	,891	,675	,444	,290	,440	,449	,356	,451	,451	,420	,637	,649	,754
	Sig. (2-tailed)	<.001		<.001	<.001	<.001	<.001	,014	,120	,015	,013	,053	,012	,021	<.001	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x3	Pearson Correlation	,582	,683	1	,813	,746	,621	,652	,499	,592	,600	,488	,402	,501	,393	,592	,698	,789
	Sig. (2-tailed)	<.001	<.001		<.001	<.001	<.001	<.001	,005	<.001	<.001	,006	,028	,005	,032	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x4	Pearson Correlation	,637	,793	,813	1	,887	,794	,626	,449	,590	,549	,441	,558	,549	,450	,622	,486	,819
	Sig. (2-tailed)	<.001	<.001	<.001		<.001	<.001	<.001	,013	<.001	,002	,015	,001	,002	,012	<.001	,006	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x5	Pearson Correlation	,770	,891	,746	,887	1	,749	,549	,410	,530	,448	,456	,506	,481	,494	,689	,626	,819
	Sig. (2-tailed)	<.001	<.001	<.001	<.001		<.001	,002	,024	,003	,013	,011	,004	,007	,006	<.001	<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x6	Pearson Correlation	,433	,675	,621	,794	,749	1	,724	,653	,807	,685	,667	,809	,821	,676	,479	,490	,898
	Sig. (2-tailed)	,017	<.001	<.001	<.001	<.001		<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	,007	,006	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x7	Pearson Correlation	,229	,444	,652	,626	,549	,724	1	,792	,767	,820	,792	,633	,746	,450	,438	,486	,825
	Sig. (2-tailed)	,224	,014	<.001	<.001	,002	<.001		<.001	<.001	<.001	<.001	<.001	<.001	,012	,016	,006	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x8	Pearson Correlation	,135	,290	,499	,449	,410	,653	,792	1	,768	,783	,744	,683	,755	,565	,308	,393	,755
	Sig. (2-tailed)	,477	,120	,005	,013	,024	<.001	<.001		<.001	<.001	<.001	<.001	<.001	,001	,098	,032	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x9	Pearson Correlation	,207	,440	,592	,590	,530	,807	,767	,768	1	,852	,885	,736	,777	,690	,414	,462	,863
	Sig. (2-tailed)	,273	,015	<.001	<.001	,003	<.001	<.001	<.001		<.001	<.001	<.001	<.001	<.001	,023	,010	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x10	Pearson Correlation	,178	,449	,600	,549	,448	,685	,820	,783	,852	1	,826	,640	,719	,494	,467	,562	,824
	Sig. (2-tailed)	,348	,013	<.001	,002	,013	<.001	<.001	<.001	<.001		<.001	<.001	<.001	,006	,009	,001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x11	Pearson Correlation	,115	,356	,488	,441	,456	,667	,792	,744	,885	,826	1	,582	,643	,578	,406	,498	,782
	Sig. (2-tailed)	,545	,053	,006	,015	,011	<.001	<.001	<.001	<.001	<.001		<.001	<.001	<.001	,026	,005	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x12	Pearson Correlation	,163	,451	,402	,558	,506	,809	,633	,683	,736	,640	,582	1	,947	,493	,122	,243	,729
	Sig. (2-tailed)	,390	,012	,028	,001	,004	<.001	<.001	<.001	<.001	<.001	<.001		<.001	,006	,520	,196	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x13	Pearson Correlation	,129	,451	,501	,549	,481	,821	,746	,755	,777	,719	,643	,947	1	,504	,169	,365	,777
	Sig. (2-tailed)	,497	,012	,005	,002	,007	<.001	<.001	<.001	<.001	<.001	<.001	<.001		,005	,373	,047	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x14	Pearson Correlation	,433	,420	,393	,450	,494	,676	,450	,565	,690	,494	,578	,493	,504	1	,647	,524	,725
	Sig. (2-tailed)	,017	,021	,032	,012	,006	<.001	,012	,001	<.001	,006	<.001	,006	,005		<.001	,003	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x15	Pearson Correlation	,751	,637	,592	,622	,689	,479	,438	,308	,414	,467	,406	,122	,169	,647	1	,775	,689
	Sig. (2-tailed)	<.001	<.001	<.001	<.001	<.001	,007	,016	,098	,023	,009	,026	,520	,373	<.001		<.001	<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
x16	Pearson Correlation	,625	,649	,698	,486	,626	,490	,486	,393	,462	,562	,498	,243	,365	,524	,775	1	,717
	Sig. (2-tailed)	<.001	<.001	<.001	,006	<.001	,006	,006	,032	,010	,001	,005	,196	,047	,003	<.001		<.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	,570	,754	,789	,819	,819	,898	,825	,755	,863	,824	,782	,729	,777	,725	,689	,717	1
	Sig. (2-tailed)	,001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	<.001	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

		Correlations															Total
		y1	y2	y3	y4	y5	y6	y7	y8	y9	y10	y11	y12	y13	y14	y15	
y1	Pearson Correlation	1	,594	,835	,610	,436	,594	,343	,000	,577	,392	,835	,137	,434	1,000	,461	,802
	Sig. (2-tailed)		<,001	<,001	<,001	,016	<,001	,063	1,000	<,001	,032	<,001	,470	,016	<,001	,010	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y2	Pearson Correlation	,594	1	,591	,617	,478	,618	,770	,238	,516	,524	,591	,291	,461	,594	,511	,786
	Sig. (2-tailed)	<,001		<,001	<,001	,008	<,001	<,001	,204	,004	,003	<,001	,118	,010	<,001	,004	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y3	Pearson Correlation	,835	,591	1	,593	,433	,679	,489	,122	,562	,486	1,000	,287	,474	,835	,444	,841
	Sig. (2-tailed)	<,001	<,001		<,001	,017	<,001	,006	,522	,001	,006	<,001	,124	,008	<,001	,014	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y4	Pearson Correlation	,610	,617	,593	1	,664	,802	,686	,439	,569	,496	,593	,370	,606	,610	,495	,839
	Sig. (2-tailed)	<,001	<,001	<,001		<,001	<,001	<,001	,015	,001	,005	<,001	,044	<,001	<,001	,005	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y5	Pearson Correlation	,436	,478	,433	,664	1	,802	,510	,525	,569	,440	,433	,370	,606	,436	,337	,724
	Sig. (2-tailed)	,016	,008	,017	<,001		<,001	,004	,003	,001	,015	,017	,044	<,001	,016	,069	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y6	Pearson Correlation	,594	,618	,679	,802	,802	1	,624	,453	,588	,663	,679	,291	,593	,594	,446	,872
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001		<,001	,012	<,001	<,001	<,001	,118	<,001	<,001	,013	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y7	Pearson Correlation	,343	,770	,489	,686	,510	,624	1	,516	,535	,510	,489	,371	,587	,343	,512	,740
	Sig. (2-tailed)	,063	<,001	,006	<,001	,004	<,001		,004	,002	,004	,006	,044	<,001	,063	,004	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y8	Pearson Correlation	,000	,238	,122	,439	,525	,453	,516	1	,234	,439	,122	,327	,271	,000	,106	,397
	Sig. (2-tailed)	1,000	,204	,522	,015	,003	,012	,004		,214	,015	,522	,077	,147	1,000	,577	,030
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y9	Pearson Correlation	,577	,516	,562	,569	,569	,588	,535	,234	1	,395	,562	,577	,571	,577	,669	,752
	Sig. (2-tailed)	<,001	,004	,001	,001	,001	<,001	,002	,214		,031	,001	<,001	<,001	<,001	<,001	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y10	Pearson Correlation	,392	,524	,486	,496	,440	,663	,510	,439	,395	1	,486	,370	,447	,392	,179	,661
	Sig. (2-tailed)	,032	,003	,006	,005	,015	<,001	,004	,015	,031		,006	,044	,013	,032	,344	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y11	Pearson Correlation	,835	,591	1,000	,593	,433	,679	,489	,122	,562	,486	1	,287	,474	,835	,444	,841
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	,017	<,001	,006	,522	,001	,006		,124	,008	<,001	,014	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y12	Pearson Correlation	,137	,291	,287	,370	,370	,291	,371	,327	,577	,370	,287	1	,578	,137	,324	,464
	Sig. (2-tailed)	,470	,118	,124	,044	,044	,118	,044	,077	<,001	,044	,124		<,001	,470	,081	,010
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y13	Pearson Correlation	,434	,461	,474	,606	,606	,593	,587	,271	,571	,447	,474	,578	1	,434	,653	,715
	Sig. (2-tailed)	,016	,010	,008	<,001	<,001	<,001	<,001	,147	<,001	,013	,008	<,001		,016	<,001	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y14	Pearson Correlation	1,000	,594	,835	,610	,436	,594	,343	,000	,577	,392	,835	,137	,434	1	,461	,802
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	,016	<,001	,063	1,000	<,001	,032	<,001	,470	,016		,010	<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
y15	Pearson Correlation	,461	,511	,444	,495	,337	,446	,512	,106	,669	,179	,444	,324	,653	,461	1	,619
	Sig. (2-tailed)	,010	,004	,014	,005	,069	,013	,004	,577	<,001	,344	,014	,081	<,001	,010		<,001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Total	Pearson Correlation	,802	,786	,841	,839	,724	,872	,740	,397	,752	,661	,841	,464	,715	,802	,619	1
	Sig. (2-tailed)	<,001	<,001	<,001	<,001	<,001	<,001	<,001	,030	<,001	<,001	<,001	,010	<,001	<,001	<,001	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Uji Reliabilitas

Pengawasan

Reliability Statistics

Cronbach's Alpha	N of Items
,954	16

Disiplin

Reliability Statistics

Cronbach's Alpha	N of Items
,936	15

Uji Linearitas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Disiplin Kerja * Pengawasan	Between Groups	(Combined)	1395,086	16	87,193	1,718	,165
		Linearity	869,369	1	869,369	17,127	,001
		Deviation from Linearity	525,716	15	35,048	,690	,756
		Within Groups	659,881	13	50,760		
		Total	2054,967	29			

Uji Regresi Linear

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
1 (Constant)	18,168	9,228		1,969	,059
Pengawasan	,598	,132	,650	4,531	<,001

a. Dependent Variable: Disiplin Kerja

Uji T (Hipotesis)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
1 (Constant)	18,168	9,228		1,969	,059
Pengawasan	,598	,132	,650	4,531	<,001

a. Dependent Variable: Disiplin Kerja

Uji Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,650 ^a	,423	,402	6,507

a. Predictors: (Constant), Pengawasan

b. Dependent Variable: Disiplin Kerja