ABSTRAK

Wahyuni Novalina Sadem. 2022. Pengaruh *Human Relation,* Motivasi Kerja dan Disiplin Kerja terhadap Kinerja Pegawai pada Dinas Perumahan dan Kawasan Permukiman Kota Prabumulih. **Skripsi Dibimbing Oleh Novegya Ratih P, S.E.,M.Si. dan Tati Herlina, S.E.,M.Si.**

Penelitian ini membahasan tentang Pengaruh *Human Relation,* Motivasi Kerja dan Disiplin Kerja terhadap Kinerja Pegawai pada Dinas Perumahan dan Kawasan Permukiman Kota Prabumulih. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 36 orang. Metode analisis yang digunakan adalah regresi liner berganda. Hasil penelitian menunjukkan bahwa secara parsial t_{hitung} untuk variabel *Human Relation* (X1) sebesar 3,080 dengan t_{tabel} = 2,036 atau t_{hitung} > t_{tabel} atau 3,080 > 2,036, maka keputusannya Ho ditolak dan Ha diterima artinya *Human Relation* berpengaruh signifikan terhadap Kinerja Pegawai pada Dinas Perumahan dan Kawasan Permukiman Kota Prabumulih. Untuk variabel Motivasi Kerja (X2) t_{hitung} = 3,294 dengan t_{tabel} = 2,036, maka keputusannya Ho ditolak dan Ha diterima artinya Motivasi Kerja berpengaruh signifikan terhadap Kinerja Pegawai pada Dinas Perumahan dan Kawasan Permukiman Kota Prabumulih. Untuk variabel Disiplin kerja (X3) t_{hitung} = 4,456, dengan t_{tabel} = 2,036. Berdasarkan kriteria keputusan ternyata nilai t_{hitung} > t_{tabel} atau 4,456 > 2,036, maka keputusannya Ho ditolak dan Ha diterima artinya Disiplin Kerja berpengaruh signifikan signifikan terhadap Kinerja Pegawai pada Dinas Perumahan dan Kawasan Permukiman Kota Prabumulih. F_{hitung} sebesar 80,488 dan F_{tabel} 2.90. Jadi F_{hitung} > F_{tabel} atau 80,488 > 2,90, maka keputusannya Ho ditolak dan Ha diterima, artinya seluruh variabel X yaitu *Human Relation* (X1)*,* Motivasi Kerja (X2) dan Disiplin Kerja (X3) secara bersama-sama berpengaruh signifikan terhadap Kinerja Pegawai pada Dinas Perumahan dan Kawasan Permukiman Kota Prabumulih. Nilai Koefisien determinasi (*Adjusted R Square)* adalah sebesar 0,872 hal ini menunjukkan bahwa sebesar 87,2% sumbangan dari Kinerja Pegawai pada pada Dinas Perumahan dan Kawasan Permukiman Kota Prabumulih bia dijelaskan oleh variabel *Human Relation* (X1), Motivai Kerja (X2) dan Disiplin Kerja (X3), sedangkan sisanya sebesar 12,8% di pengaruhi oleh variabel lain selain variabel dalam penelitian ini seperti Fasilitas kerja, Budaya kerja, Kepemimpinan, lingkungan kerja dan kepuasan kerja.

Kata Kunci :*Human Relation,* Motivasi Kerja, Disiplin Kerja, Kinerja

ABSTRACT

Wahyuni Novalina Sadem. 2022. The Influence of Human Relations, Work Motivation and Work Discipline on Employees' Performance at the Housing and Settlement Service Office of Prabumulih City. **Under the guidance of Novegya Ratih P, S.E., M.Si. and Tati Herlina, S.E., M.Si.**

This study discussed the influence of human relations, work motivation and work discipline on employees' performance at the Department of Housing and Settlements in Prabumulih City. The data collection technique used in this study was through the distribution of questionnaires. The total population was 36 people. The analytical method used was multiple linear regression. The results showed that partially tcount for the Human Relations variable (X1) was 3,080 with ttable = 2,036 or tcount > ttable or 3,080 > 2,036, then the decision was Ho was rejected and Ha was accepted, meaning that Human Relations had a significant influence on employees' performance at the Housing and Settlement Service Office. Prabumulih City. For the work motivation variable (X2) tcount = 3.294 with ttable = 2.036, the decision Ho was rejected and Ha was accepted, meaning that work motivation had a significant influence on employees' performance at the Prabumulih City Housing and Settlement Area. For the work discipline variable (X3) tcount = 4.456, with ttable = 2.036. Based on the decision criteria, it turned out that the value of tcount > ttable or 4,456 > 2,036, then the decision was Ho was rejected and Ha was accepted, meaning that Work Discipline had a significant significant influence on employees' performance at the Prabumulih City Housing and Settlement Area. Fcount was 80.488 and Ftable 2.90. So Fcount > Ftable or 80,488 > 2.90, then the decision Ho was rejected and Ha was accepted, meaning that all X variables, namely Human Relations (X1), Work Motivation (X2) and Work Discipline (X3) together had a significant influence on Employees' Performance at the Department of Housing and Settlement Areas of Prabumulih City. The value of the coefficient of determination (Adjusted R Square) was 0.872, this indicated that 87.2% of the contribution from Employees' Performance at the Housing and Settlement Service Office of Prabumulih City can be explained by the variables Human Relations (X1), Work Motivation (X2) and Discipline Work (X3), while the remaining 12.8% was influenced by other variables besides the variables in this study such as work facilities, work culture, leadership, work environment and job satisfaction.

Keywords: Human Relations, Work Motivation, Work Discipline, Performance