

## **ABSTRAK**

ABEL PERMANA. 2022. Pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap Disiplin Kerja Pegawai UPTD Puskesmas Pengandonan Kabupaten OKU. Skripsi dibimbing oleh Nazipawati, S.E., M.Si dan M.Mardiansyah, S.E., M.Si. Penelitian ini bertujuan untuk mengetahui Pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap Disiplin Kerja Pegawai UPTD Puskesmas Pengandonan Kabupaten OKU

Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh motivasi terhadap disiplin kerja pegawai Puskesmas Pengandonan Kabupaten OKU dengan nilai t hitung sebesar 3,200. Variabel lingkungan kerja secara parsial ada pengaruh terhadap disiplin kerja pegawai di Puskesmas Pengandonan Kabupaten OKU dengan nilai t hitung sebesar 2,207.

Secara simultan didapatkan ada pengaruh Motivasi Kerja dan Lingkungan Kerja terhadap Disiplin Kerja Pegawai UPTD Puskesmas Pengandonan Kabupaten OKU, dengan angka F hitung sebesar 9,212. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0,290. Hal ini menunjukkan berarti sumbangan pengaruh kepuasan kerja dan semangat kerja terhadap produktivitas kerja sebesar 29,0% sedangkan sisanya 71,0% dipengaruhi oleh variabel lain diluar penelitian ini yaitu pengawasan, ketenangan, dan ketekunan dalam bekerja (Busro, 2020:356).

**Kata Kunci : Motivasi Kerja, Lingkungan Kerja Dan Disiplin Kerja.**

## **ABSTRACT**

ABEL PERMANA. 2022. The Influence of Work Motivation and Work Environment on Work Discipline of UPTD Employees at Pengandonan Health Center, OKU Regency. The study was under the guidance of Nazipawati, S.E., M.Si and M.Mardiansyah, S.E., M.Si. This study aimed to determine the influence of work motivation and work environment on the work discipline of UPTD employees at Pengandonan Health Center, OKU Regency.

The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was an influence of motivation on the work discipline of the employees of the Pengandonan Health Center in OKU Regency with a t-value of 3.200. The work environment variable partially had an influence on employees' work discipline at the Pengandonan Health Center in OKU Regency with a t value of 2.207.

Simultaneously, it was found that there was an influence of Work Motivation and Work Environment on Work Discipline of UPTD Employees of Pengandonan Health Center in OKU Regency, with an F count of 9.212. The coefficient of determination ( $R^2$ ) obtained was 0.290. This showed that the contribution of the influence of job satisfaction and work enthusiasm on work productivity was 29.0%, while the remaining 71.0% was influenced by other variables outside of this study, namely supervision, calmness, and perseverance at work (Busro, 2020: 356).

**Keywords: Work Motivation, Work Environment and Work Discipline.**