

ABSTRAK

Wardi Purnawansyah (2023). Pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap kinerja karyawan pada PT Thamrin brother Cabang Belitang. Dibimbing oleh Ibu Rosmala Dewi, S.E.,M.Si. selaku pembimbing I dan ibu Rani Anwar, S.Pd.,M.M selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap kinerja karyawan pada PT Thamrin brother Cabang Belitang. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 31 karyawan PT Thamrin brother Cabang Belitan. Teknik analisis data yang digunakan adalah regresi linier berganda. Berdasarkan uji hipotesis secara parsial pada variabel Disiplin Kerja memiliki nilai t-hitung (5.090) $>$ t-tabel (2.04841) artinya ada pengaruh secara signifikan Disiplin Kerja terhadap kinerja karyawan Pada PT Thamrin Brother Cabang Belitang. Variabel Lingkungan Kerja memiliki nilai t-hitung (4.181) $>$ t-tabel (2.04841) artinya ada pengaruh secara signifikan Disiplin Kerja terhadap kinerja karyawan Pada PT Thamrin Brother Cabang Belitang. Secara simultan didapatkan F_{hitung} sebesar 153.023 . Hasil tersebut kemudian dibandingkan dengan F tabel, F tabel di peroleh dengan melihat ($df_1 = \text{jumlah variabel} - 1 = 3 - 1 = 2$ dan ($df_2 = n - k - 1 = 31 - 2 - 1 = 28$ pada tingkat kepercayaan 95% atau $\alpha = 5\%$ didapat F_{tabel} 3.34. Jadi F_{hitung} $153.023 > F_{tabel}$ 3.34 artinya ada pengaruh secara signifikan antara Disiplin Kerja dan Lingkungan Kerja karyawan terhadap kinerja karyawan (Y) Pada PT Thamrin Brother Cabang Belitang. Koefisien determinasi (R^2) yang diperoleh sebesar 0.916. Hal ini menunjukkan berarti sumbangan pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan sebesar 91,6% sedangkan sisanya 8,4%.

Kata Kunci: Disiplin Kerja, Lingkungan Kerja Dan Kinerja Karyawan

ABSTRACT

Wardi Purnawansyah (2023). *The Influence of Work Discipline and Work Environment on employees' performance at PT Thamrin brother Belitang Branch. This study was under the guidance of Rosmala Dewi, S.E.,M.Si. and Rani Anwar, S.Pd., M.M.*

This study aimed to determine the influence of work discipline and work environment on employees' performance at PT Thamrin Brothers Belitang Branch. The data collection technique used in this study was through distributing questionnaires. The total population was 31 employees of PT Thamrin brother Belitan Branch. The data analysis technique used was multiple linear regression. Based on the partial hypothesis test on the Work Discipline variable, it had a t- count (5.090) > t-table (2.04841) meaning that there was a significant influence of Work Discipline on employees' performance at PT Thamrin Brothers Belitang Branch. The Work Environment Variable had a t-count value (4.181) > t-table (2.04841) meaning that there was a significant influence of Work Discipline on employees' performance at PT Thamrin Brothers Belitang Branch. Simultaneously obtained Fcount of 153,023. These results were then compared with F tables, F tables were obtained by looking at (df1=number of variables-1) = 3-1=2 and (df2=n-k-1) = 31-2-1=28 at a 95% confidence level or $\alpha = 5\%$ obtained Ftable 3.34. So Fcount 153.023 > Ftable 3.34 meant that there was a significant influence between Work Discipline and Work Environment on employees' performance (Y) at PT Thamrin Brothers Belitang Branch. The coefficient of determination (R²) obtained was 0.916. This showed that the contribution of the influence of Work Discipline and Work Environment on Employees' Performance was 91.6% while the remaining 8.4%.

Keywords: Work Discipline, Work Environment and Employees' Performance