

ABSTRAK

FETY FAJRIATY. 2022. Pengaruh Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada SPPBE PT Karya Musi Mandiri Kabupaten OKU. Skripsi dibimbing oleh Novie Al Muhariah, S.E., M.Si. selaku pembimbing I dan Rani anwar S.Pd, M.M. selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada SPPBE PT Karya Musi Mandiri Kabupaten OKU. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 51 orang karyawan. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Pada SPPBE PT Karya Musi Mandiri Kabupaten OKU diperoleh t_{hitung} 5,855 dengan t_{tabel} 2,01063 karena, nilai $t_{hitung} > t_{tabel}$ atau $5,855 > 2,01063$, maka keputusannya H_0 ditolak dan H_a diterima. Variabel Disiplin Kerja ada Pengaruh Terhadap Kinerja Karyawan Pada SPPBE PT Karya Musi Mandiri Kabupaten OKU diperoleh t_{hitung} 9,565 karena nilai $t_{hitung} > t_{tabel}$ atau $9,565 > 2,01063$, maka keputusannya H_0 ditolak dan H_a diterima. Secara simultan didapatkan ada Pengaruh Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada SPPBE PT Karya Musi Mandiri Kabupaten OKU dengan nilai F_{hitung} sebesar 122,155. Hal ini dapat dilihat dari tabel ANOVA yang menunjukkan $F_{hitung} > F_{tabel}$ ($122,155 > 3,19$) maka H_0 ditolak dan H_a diterima. Koefisien determinasi (R^2) yang diperoleh sebesar 0,836. Hal ini menunjukkan berarti sumbangan Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan sebesar 83,6% % sedangkan sisanya 16,4% dipengaruhi oleh variabel lain diluar penelitian ini yaitu kemampuan dan keahlian, pengetahuan, rancangan kerja, kepribadian, dan motivasi kerja (Kasmir dikutip di Maryati, 2022:11).

Kata Kunci : Lingkungan Kerja, Disiplin kerja, Kinerja pegawai

ABSTRACT

FETY FAJRIATY. 2022. The Influence of the Work Environment and Work Discipline on Employees' Performance at SPPBE PT Karya Musi Mandiri OKU Regency. The study was under the guidance of Novie Al Muhariah, S.E., M.Si. and Rani anwar S.Pd, M.M.

This research discussed the influence of the work environment and work discipline on employees' performance at SPPBE PT Karya Musi Mandiri OKU Regency. The data collection technique used in this study was through distributing questionnaires. Total population was 51 employees. The data analysis technique used was Multiple Linear Regression. Based on the results of the partial analysis, there was an influence of the work environment on employees' performance at SPPBE PT Karya Musi Mandiri, OKU Regency, obtained t count 5.855 with t table 2.01063 because, t count > t table or $5.855 > 2.01063$, then the decision H_0 was rejected and H_a was accepted. The Work Discipline Variable had an Influence on Employees' Performance At SPPBE PT Karya Musi Mandiri OKU Regency obtained tcount 9.565 because tcount > ttable or $9.565 > 2.01063$, then the decision H_0 was rejected and H_a was accepted. Simultaneously, it was found that there was an influence of work environment and work discipline on employees' performance at SPPBE PT Karya Musi Mandiri OKU Regency with an Fcount of 122.155. This could be seen from the ANOVA table which showed Fcount > Ftable ($122.155 > 3.19$) then H_0 was rejected and H_a was accepted. The coefficient of determination (R^2) obtained was 0.836. This showed that the contribution of the work environment and work discipline to employees' performance was 83.6%, while the remaining 16.4% was influenced by other variables outside of this study, namely abilities and skills, knowledge, work design, personality and work motivation (Kasmir quoted in Maryati, 2022:11).

Keywords: Work Environment, Work Discipline, Employees' Performance