

ABSTRAK

MUSTOPA. 2023. Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Tunas Dwipa Matra Martapura. Skripsi dibimbing oleh Dr.E Yunita Sari, S.E., M.Si dan Titie Syahnaz Natalia, S.H.,M.H.

Penelitian ini bertujuan untuk mengetahui Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Tunas Dwipa Matra Martapura. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh lingkungan kerja terhadap kinerja karyawan PT. Tunas Dwipa Matra Martapura dengan nilai t hitung sebesar 2,600. Variabel disiplin kerja terhadap kinerja karyawan PT. Tunas Dwipa Matra Martapura. dengan nilai t hitung sebesar 2,079. Secara simultan didapatkan ada pengaruh lingkungan kerja dan disiplin kerja terhadap kinerja karyawan PT. Tunas Dwipa Matra Martapura. Koefisien determinasi (R^2) yang diperoleh sebesar 0.538. Hal ini menunjukkan berarti sumbangan pengaruh penempatan kerja dan budaya organisasi terhadap produktivitas kerja sebesar 53,8% sedangkan sisanya 46,2% dipengaruhi Oleh variabel lain diluar penelitian ini yaitu kemampuan, budaya kerja, motivasi dan lain-lain,(Afandi, 2018:86).

Kata Kunci : Lingkungan Kerja, Disiplin Kerja, Kinerja Karyawan

ABSTRACT

MUSTOPA. 2023. The Influence of Work Environment and Work Discipline on Employees' Performance at PT. Tunas Dwipa Matra Martapura. The research was under the guidance of Dr.E Yunita Sari, S.E., M.Si and Titie Syahnaz Natalia, S.H., M.H.

This research aimed to determine the influence of the work environment and work discipline on employees' performance at PT. Tunas Dwipa Matra Martapura. 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 the performance of PT. Tunas Dwipa Matra Martapura employees with a calculated t value of 2,600. Work discipline variables on employees' performance at PT. Tunas Dwipa Matra Martapura. with a calculated t value of 2.079. Simultaneously, it was found that there was an influence of the work environment and work discipline on the performance of PT. Tunas Dwipa Matra Martapura employees. The coefficient of determination (R²) obtained was 0.538. This showed that the contribution of the influence of work placement and organizational culture on work productivity was 53.8%, while the remaining 46.2% was influenced by other variables outside this research, namely ability, work culture, motivation and others, (Afandi, 2018:86).

Keywords: Work Environment, Work Discipline, Employees' Performance