

ABSTRACT

INDAH SEPTIANI (2023). The Influence of Work Discipline and Work Environment on Employees' Performance at the East Baturaja District Office. The research was under the guidance of Dr. E. Yunita Sari, S.E., M.Si. and Rani Anwar, S.Pd., M.M.

This research aimed to determine the influence of work discipline and work environment on employees' performance at the East Baturaja District Office. The data collection technique used in this research was through observation, interviews and distributing questionnaires. This research had 46 employees as respondents. The analytical method used was a quantitative method using multiple linear regression analysis tools. Based on the results of the analysis, it was clear that the calculated t for each Work Discipline variable (X1) was 4.198 and Work Environment (X2) was 3.979, which was greater than the t table value of 2.016, stating that all variables had a significant influence on Employees' Performance at the East Baturaja District Office. The calculated F value of 15.589 was greater than the F table of 3.21, indicating that together Work Discipline and Work Environment influenced employees' performance at the East Baturaja District Office. The coefficient of determination (R Square) value was 0.420, meaning that in this case the contribution of the influence of Work Discipline and Work Environment to Employees' Performance was 42.0%. Meanwhile, the remaining 58.0% was influenced by other variables outside this research, namely work motivation, leadership, organizational culture and job satisfaction (Kasmir, 2016: 189).

Keywords: Work Discipline, Work Environment, Employees' Performance

ABSTRAK

INDAH SEPTIANI (2023). Pengaruh Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Kecamatan Baturaja Timur. Skripsi dibimbing oleh Dr. E. Yunita Sari, S.E., M.Si. selaku dosen pembimbing I dan Rani Anwar, S.Pd., M.M. selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Kecamatan Baturaja Timur. Teknik pengumpulan data yang digunakan dalam penelitian ini adalah melalui observasi, wawancara dan penyebaran kuisioner. Penelitian ini memiliki responden sebanyak 46 orang pegawai. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat analisis regresi linear berganda. Berdasarkan hasil analisis menjelaskan t hitung masing-masing variabel Disiplin Kerja (X1) sebesar 4,198 dan Lingkungan Kerja (X2) sebesar 3,979 lebih besar jika dibandingkan dengan nilai t tabel sebesar 2,016 menyatakan seluruh variabel berpengaruh signifikan terhadap Kinerja Pegawai pada Kantor Kecamatan Baturaja Timur. Nilai F hitung sebesar 15,589 lebih besar dari F table sebesar 3,21 menyatakan bahwa secara bersama-sama Disiplin Kerja dan Lingkungan Kerja berpengaruh terhadap Kinerja Pegawai pada Kantor Kecamatan Baturaja Timur. Nilai koefisien determinasi (*R Square*) sebesar 0,420 artinya dalam hal ini sumbangan pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Pegawai sebesar 42,0%. Sedangkan sisanya sebesar 58,0% dipengaruhi oleh variabel lain diluar penelitian ini yaitu motivasi kerja, kepemimpinan, budaya organisasi dan kepuasan kerja (Kasmir, 2016:189).

Kata Kunci : Disiplin Kerja, Lingkungan kerja, Kinerja Pegawai