

ABSTRAK

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Program Studi : Manajemen

Judul : Pengaruh Lingkungan Kerja dan Disiplin Kerja terhadap Kinerja pegawai di Dinas Tenaga Kerja dan Transmigrasi Karawang

Penelitian ini bertujuan untuk : (1) menganalisis, memahami dan menjelaskan Lingkungan kerja yang ada di Dinas Tenaga Kerja dan Transmigrasi Karawang (2) menganalisis, memahami dan menjelaskan Disiplin kerja yang ada di Dinas Tenaga Kerja dan Transmigrasi Karawang (3) menganalisis, memahami dan menjelaskan Disiplin kerja yang ada di Dinas Tenaga Kerja dan Transmigrasi Karawang (4) mengetahui pengaruh parsial Lingkungan kerja terhadap Kinerja pegawai (5) mengetahui pengaruh parsial Disiplin kerja terhadap Kinerja pegawai (6) mengetahui pengaruh simultan Lingkungan kerja dan Disiplin kerja terhadap Kinerja pegawai. Penelitian ini dilakukan dengan menggunakan Kuantitatif. Analisis data yang digunakan menggunakan *Path Analysis* dengan bantuan aplikasi SPSS 16. Populasi dalam penelitian ini adalah 59 pegawai dengan jumlah sampel 46 responden. Hasil penelitian ini menunjukkan bahwa: (1) Berdasarkan hasil analisis deskriptif didapat gambaran Lingkungan Kerja berada pada kriteria sangat setuju dengan rata-rata 128,7. (2) Berdasarkan hasil analisis deskriptif didapat gambaran Disiplin Kerja berada pada kriteria Cukup Baik dengan rata-rata 137,4. (3) Berdasarkan hasil analisis deskriptif didapat gambaran Kinerja Pegawai berada pada kriteria Cukup Baik dengan rata-rata 137,6. (4) Terdapat hubungan yang signifikan antara Lingkungan Kerja dengan Disiplin Kerja namun tingkat hubungannya lemah. (5) Lingkungan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (6) Disiplin Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai. (7) Lingkungan Kerja dan Disiplin Kerja berpengaruh secara simultan terhadap Kinerja Pegawai.

Kata kunci : Lingkungan kerja, Disiplin kerja, Kinerja pegawai

ABSTRACT

Name : Nadia Galuh Pratiwi

Study Program : Manajemen

Title : *The Effect of Work Environment and Work Discipline on Employee Performance in the Office of Manpower and Transmigration in Karawang.*

This study aims to: (1) analyze, understand and explain the work environment in the Karawang Manpower and Transmigration Office (2) analyze, understand and explain the work discipline in the Karawang Manpower and Transmigration Office (3) analyze, understand and explaining the work discipline in the Karawang Manpower and Transmigration Office (4) knowing the partial effect of the work environment on employee performance (5) knowing the partial effect of work discipline on employee performance (6) knowing the simultaneous effect of work environment and work discipline on employee performance. This research was conducted using quantitative. The data analysis used was Path Analysis with the help of SPSS 16. The population in this study were 59 employees with a sample size of 46 respondents. The results of this study indicate that: (1) Based on the results of the descriptive analysis, the description of the working environment is in strongly agree with an average of 128.7. (2) Based on the results of the descriptive analysis, it is found that the description of Work Discipline is in the Good Enough criteria with an average of 137.4. (3) Based on the results of the descriptive analysis, it was found that the employee performance was in the Good Enough criteria with an average of 137.6. (4) There is a significant relationship between the Work Environment and Work Discipline but the level of the relationship is weak. (5) The work environment has a positive and significant effect on employee performance. (6) Work Discipline has a positive and significant effect on employee performance. (7) Work Environment and Work Discipline simultaneously influence employee performance

Keywords: Work Environment, Work Discipline Employee Performance