

ABSTRAK

Penelitian ini bertujuan untuk mengetahui, menganalisis, dan menjelaskan: (1) korelasi antara pengaruh lingkungan kerja dan disiplin kerja; (2) pengaruh lingkungan kerja secara parsial terhadap kinerja pegawai; (3) pengaruh disiplin kerja secara parsial terhadap kinerja pegawai; (4) pengaruh lingkungan kerja dan disiplin kerja secara simultan terhadap kinerja pegawai. Penelitian dilakukan dengan menggunakan metode *explanatory survey* dengan pendekatan kuantitatif. Jumlah sampel sebanyak 102 orang responden. Teknik pengambilan sampel menggunakan *probability sampling*. Metode pengumpulan data menggunakan kuesioner. Alat analisis yang digunakan yaitu analisis jalur (*path analysis*). Penelitian ini menunjukkan hasil bahwa terdapat korelasi antara lingkungan kerja dan disiplin kerja yang positif dan sedang. Terdapat pengaruh parsial terhadap kinerja pegawai secara signifikan, dan adanya pengaruh parsial disiplin kerja terhadap kinerja pegawai secara signifikan. Lingkungan kerja dan disiplin kerja secara simultan berpengaruh secara positif dan signifikan terhadap kinerja pegawai sebesar 71,7%, sedangkan pengaruh variabel lain yang tidak diteliti sebesar 28,3%.

Kata kunci: Lingkungan kerja, Disiplin kerja, Kinerja pegawai



ABSTRACT

This study aims to determine, analyze, and explain: (1) the correlation between the influence of the work environment and work discipline; (2) the influence of the work environment partially on employee performance; (3) the partial effect of work discipline on employee performance; (4) the influence of the work environment and work discipline simultaneously on employee performance. The research was conducted using an explanatory survey method with a quantitative approach. The number of samples is 102 respondents. The sampling technique used is probability sampling. Methods of data collection using a questionnaire. The analytical tool used is path analysis. This study shows the results that there is a positive and moderate correlation between work environment and work discipline. There is a significant partial effect on employee performance, and there is a significant partial effect of work discipline on employee performance. The work environment and work discipline simultaneously have a positive and significant effect on employee performance by 71.7%, while the influence of other variables not examined is 28.3%.

Keywords: Work environment, work discipline, employee performance

