

ABSTRAK

Penelitian ini bertujuan untuk mengetahui, menganalisis dan menjelaskan: (1) lingkungan kerja; (2) disiplin kerja; (3) kinerja pegawai; (4) pengaruh parsial lingkungan kerja terhadap kinerja pegawai; (5) pengaruh parsial disiplin kerja terhadap kinerja pegawai, dan (6) pengaruh simultan lingkungan kerja dan disiplin kerja terhadap kinerja pegawai pada Dinas Perhubungan Kabupaten Karawang. Penelitian dilakukan dengan menggunakan metode deskriptif kuantitatif dan verifikatif, yaitu melalui studi literatur yang dilakukan dengan mempelajari literatur yang berkaitan dengan topik penelitian, serta studi lapangan yang dilakukan melalui wawancara dan observasi langsung untuk mendapatkan gambaran mengenai situasi dan kondisi tempat penelitian. Berdasarkan hasil evaluasi secara keseluruhan, Lingkungan kerja secara parsial berpengaruh terhadap kinerja pegawai pada Dinas Perhubungan Kabupaten Karawang, Disiplin kerja secara parsial tidak berpengaruh terhadap kinerja pegawai pada Dinas Perhubungan Kabupaten Karawang, Lingkungan kerja dan disiplin kerja secara simultan berpengaruh terhadap kinerja pegawai pada Dinas Perhubungan Kabupaten Karawang.

Kata kunci: lingkungan kerja, disiplin kerja, kinerja pegawai.



ABSTRACT

This study aims to determine, analyze and explain: (1) work environment; (2) work discipline; (3) employee performance; (4) partial effect of work environment on employee performance; (5) partial effect of work discipline on employee performance, and (6) simultaneous effect of work environment and work discipline on employee performance at the Karawang Regency Transportation Office. The research was conducted using descriptive quantitative and verification methods, namely through literature studies conducted by studying literature related to the research topic, as well as field studies conducted through interviews and direct observation to get an overview of the situation and conditions of the research site. Based on the overall evaluation results, the work environment partially affects employee performance at the Karawang Regency Transportation Office, work discipline partially has no effect on employee performance at the Karawang Regency Transportation Office, work environment and work discipline simultaneously affect employee performance at the Karawang Regency Transportation Office.

Keywords: work environment, work discipline, employee performance.

