

**PENGARUH LINGKUNGAN KERJA DAN GAYA KEPEMIMPINAN
TERHADAP DISIPLIN KERJA PADA DINAS PERHUBUNGAN
KABUPATEN BULELENG**

Oleh

Ni Komang Dien Nia Utami, NIM 2117041264

Jurusan Manajemen

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan gaya kepemimpinan terhadap disiplin kerja pegawai, baik secara simultan maupun parsial, pada Dinas Perhubungan Kabupaten Buleleng. Penelitian ini menggunakan pendekatan kuantitatif asosiatif. Populasi dalam penelitian ini adalah pegawai Dinas Perhubungan Kabupaten Buleleng. Penentuan jumlah sampel dilakukan dengan menggunakan rumus Slovin, sehingga diperoleh sampel sebanyak 127 responden. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner, dan data yang terkumpul dianalisis menggunakan regresi linier berganda. Hasil analisis menunjukkan bahwa: (1) lingkungan kerja dan gaya kepemimpinan berpengaruh signifikan terhadap disiplin kerja pegawai. (2) lingkungan kerja memiliki pengaruh positif dan signifikan terhadap disiplin kerja. (3) Gaya kepemimpinan juga memberikan pengaruh positif dan signifikan terhadap disiplin kerja pegawai. upaya peningkatan disiplin kerja pegawai dapat dilakukan melalui perbaikan lingkungan kerja serta penerapan gaya kepemimpinan yang efektif dan komunikatif.

Kata kunci: disiplin kerja, gaya kepemimpinan, lingkungan kerja

***THE INFLUENCE OF WORK ENVIRONMENT AND LEADERSHIP STYLE
ON WORK DISCIPLINE AT THE TRANSPORTATION DEPARTMENT OF
BULELENG DISTRICT***

By

Ni Komang Dien Nia Utami, NIM 2117041264

Management Department

ABSTRACT

This study aims to determine the effect of work environment and leadership style on employee work discipline, both simultaneously and partially, at the Transportation Agency of Buleleng Regency. This research uses an associative quantitative approach. The population in this study were employees of the Transportation Agency of Buleleng Regency. Determination of the number of samples was carried out using the Slovin formula, so that a sample of 127 respondents was obtained. Data collection techniques were carried out through distributing questionnaires, and the collected data were analyzed using multiple linear regression. The results of the analysis showed that: (1) work environment and leadership style have a significant effect on employee discipline. (2) The work environment has a positive and significant influence on work discipline. (3) Leadership style also has a positive and significant influence on employee work discipline. Efforts to improve employee work discipline can be done through improving the work environment and implementing an effective and communicative leadership style.

Keywords: work discipline, leadership style, work environment