

**PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA NON FISIK
TERHADAP DISIPLIN KERJA PEGAWAI ASN DINAS PERHUBUNGAN
KABUPATEN BULELENG**

Oleh

Made Ayu Mirah Carliana Putri, NIM 2117041228

Jurusan Manajemen

ABSTRAK

Penelitian ini bertujuan untuk memperoleh bukti empiris mengenai pengaruh kompensasi dan lingkungan kerja non fisik terhadap disiplin kerja pegawai ASN di Dinas Perhubungan Kabupaten Buleleng, baik secara parsial maupun simultan. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian kausal. Sampel dalam penelitian ini adalah seluruh pegawai ASN Dinas Perhubungan Kabupaten Buleleng sebanyak 83 orang yang diambil dengan teknik sensus. Teknik pengumpulan data menggunakan metode kuesioner. Teknik analisisnya menggunakan regresi linear berganda dengan uji hipotesis, yaitu Uji t dan Uji F. Hasil penelitian menunjukkan bahwa (1) kompensasi berpengaruh positif terhadap disiplin kerja, (2) lingkungan kerja non fisik berpengaruh positif terhadap disiplin kerja, dan (3) kompensasi dan lingkungan kerja non fisik secara simultan berpengaruh positif terhadap disiplin kerja.

Kata Kunci : disiplin kerja, kompensasi, lingkungan kerja non fisik

***THE INFLUENCE OF COMPENSATION AND NON PHYSICAL WORK
ENVIROMENT ON THE WORK DISCIPLINE OF CIVIL SERVANTS OF
THE TRANSPORTATION DEPARTMENT OF BULELENG DISTRICT***

By

Made Ayu Mirah Carliana Putri, NIM 2117041228

Jurusan Manajemen

ABSTRACT

*This study aims to obtain empirical evidence regarding the effect of compensation and non-physical work environment on the work discipline of ASN employees at the Transportation Agency of Buleleng Regency, both partially and simultaneously. This study uses a quantitative approach with a causal research type. The sample in this study were all 83 ASN employees of the Buleleng Regency Transportation Office who were taken using the census technique. The data collection technique used a questionnaire method. The analysis technique uses multiple linear regression with hypothesis testing, namely the *t* test and *F* test. The results showed that (1) compensation has a positive effect on work discipline, (2) non-physical work environment has a positive effect on work discipline, and (3) compensation and non-physical work environment simultaneously have a positive effect on work discipline.*

Keywords: work discipline, compensation, non-physical work environment