

PENGARUH DISIPLIN KERJA DAN LINGKUNGAN KERJA FISIK TERHADAP KEPUASAN KERJA GURU SMA NEGERI 2 DENPASAR

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh (1) disiplin kerja dan lingkungan kerja fisik terhadap kepuasan kerja guru SMA Negeri 2 Denpasar (2) disiplin kerja terhadap kepuasan kerja guru SMA Negeri 2 Denpasar (3) lingkungan kerja fisik terhadap kepuasan kerja guru SMA Negeri 2 Denpasar. Subjek dari penelitian ini adalah seluruh guru yang bekerja di SMA Negeri 2 Denpasar. Pada penelitian ini menggunakan rancangan penelitian kuantitatif kausal. Metode pengumpulan data dilakukan menggunakan kuisioner, dan pengambilan populasi yang diambil sebanyak 76 responden. Data dianalisis menggunakan analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa (1) disiplin kerja dan lingkungan kerja fisik berpengaruh positif dan signifikan secara simultan terhadap kepuasan kerja guru SMA Negeri 2 Denpasar, (2) disiplin kerja berpengaruh positif dan signifikan secara parsial terhadap kepuasan kerja guru SMA Negeri 2 Denpasar, (3) lingkungan kerja fisik berpengaruh positif dan signifikan secara parsial terhadap kepuasan kerja guru SMA Negeri 2 Denpasar.

Kata kunci: kepuasan kerja, disiplin kerja, dan lingkungan kerja fisik

THE INFLUENCE OF LABOR DISCIPLINE AND PHYSICAL WORK ENVIRONMENT ON THE JOB SATISFACTION OF NEGERI 2 HIGH SCHOOL TEACHER DENPASAR

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ABSTRACT

This research aims to examine the influence of (1) work discipline and the physical work environment on the job satisfaction of Public High School teachers 2 Denmark (2) work discipline on the job satisfaction of Public High School teachers 2 Denmark (3) physical work environment on job satisfaction teacher at State High School 2 Denpasar. The subjects of this research are all teachers who work at SMA Negeri 2 Denpasar. This research uses a causal quantitative research design. The data collection method was carried out using questionnaires, and a population of 76 respondents was taken. The data were analyzed using multiple linear regression analysis. The results of the study showed that (1) work discipline and physical work environment had a positive and significant influence simultaneously on the job satisfaction of teachers at SMA Negeri 2 Denpasar, (2) work discipline had a positive and significant influence partially on the job satisfaction of teachers at SMA Negeri 2 Denpasar, (3) physical work environment had a positive and significant influence partially on the job satisfaction of teachers at SMA Negeri 2 Denpasar.

Keywords: job satisfaction, work discipline, and physical work environment