

**PENGARUH PENGAWASAN DAN LINGKUNGAN KERJA TERHADAP  
DISIPLIN KERJA PADA PEGAWAI KANTOR KECAMATAN BANJAR  
KABUPATEN BULELENG**

**Oleh**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh pengawasan dan lingkungan kerja terhadap disiplin kerja pegawai pada Kantor Kecamatan Banjar Kabupaten Buleleng. Penelitian ini merupakan penelitian kuantitatif kausal yang bertujuan menganalisis hubungan sebab akibat antarvariabel. Subjek dalam penelitian yaitu pegawai pada Kantor Kecamatan Banjar Kabupaten Buleleng dan objek dalam penelitian ini yaitu pengawasan, lingkungan kerja, dan disiplin kerja. Metode pengumpulan data menggunakan instrumen penelitian berupa kuesioner yang diukur menggunakan skala *Likert*. Populasi pada penelitian ini adalah seluruh pegawai pada Kantor Kecamatan Banjar Kabupaten Buleleng sebanyak 62 pegawai. Teknik pengambilan sampel menggunakan teknik sampling jenuh sesuai jumlah populasi. Teknik analisis data menggunakan analisis regresi linear berganda dengan bantuan program SPSS 26.0 *for Windows*. Hasil penelitian ini menunjukkan bahwa (1) pengawasan berpengaruh positif dan signifikan terhadap disiplin kerja, (2) lingkungan kerja berpengaruh positif dan signifikan terhadap disiplin kerja, dan (3) pengawasan dan lingkungan kerja berpengaruh signifikan terhadap disiplin kerja pegawai. Mengacu pada hasil penelitian tersebut, Kantor Kecamatan Banjar Kabupaten Buleleng disarankan untuk meningkatkan kualitas pengawasan dan menciptakan lingkungan kerja yang lebih kondusif guna memperkuat disiplin kerja pegawai. Pimpinan diharapkan melaksanakan pengawasan secara konsisten melalui evaluasi berkala, pemberian arahan yang jelas, serta penegakan aturan secara tegas dan adil. Selain itu, instansi perlu menjaga kenyamanan lingkungan kerja dengan memastikan tersedianya fasilitas memadai, hubungan kerja harmonis, serta suasana kerja yang mendukung produktivitas dan profesionalisme pegawai secara berkelanjutan. Dengan demikian, konsistensi pengawasan dan dukungan lingkungan kerja yang kondusif diharapkan mampu memperkuat kedisiplinan pegawai serta meningkatkan efektivitas pelaksanaan tugas, tanggung jawab, dan kualitas pelayanan publik secara menyeluruh dan berkesinambungan.

**Kata Kunci:** Pengawasan, Lingkungan Kerja, Disiplin Kerja

***THE EFFECT OF SUPERVISION AND WORKING ENVIRONMENT ON  
EMPLOYEE DISCIPLINE AT THE BANJAR DISTRICT OFFICE  
BULELENG REGENCY***

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***ABSTRACT***

*This study aims to analyze the effect of supervision and work environment on employee work discipline at the Banjar District Office, Buleleng Regency. This research is a causal quantitative study that aims to analyze cause-and-effect relationships among variables. The subjects in this study are employees at the Banjar District Office, Buleleng Regency, and the objects of this study are supervision, work environment, and work discipline. The data collection method uses a research instrument in the form of a questionnaire measured using a Likert scale. The population in this study consists of all employees at the Banjar District Office, Buleleng Regency, totaling 62 employees. The sampling technique uses a saturated sampling technique according to the total population. The data analysis technique uses multiple linear regression analysis with the assistance of SPSS 26.0 for Windows. The results of this study indicate that (1) supervision has a positive and significant effect on work discipline, (2) the work environment has a positive and significant effect on work discipline, and (3) supervision and the work environment have a significant effect on employee work discipline. Referring to these findings, the Banjar District Office, Buleleng Regency is advised to improve the quality of supervision and create a more conducive work environment to strengthen employee work discipline. Leaders are expected to carry out supervision consistently through periodic evaluation, clear direction, and firm and fair enforcement of rules. In addition, the institution needs to maintain a comfortable work environment by ensuring adequate facilities, harmonious working relationships, and a work atmosphere that supports productivity and professionalism of employees in a sustainable manner. Thus, consistent supervision and a supportive work environment are expected to strengthen employee discipline and improve the effectiveness of task implementation, responsibilities, and the overall quality of public services in a comprehensive and continuous manner.*

***Keywords:*** Supervision, Work Discipline, Work Environment