

**PENGARUH LINGKUNGAN KERJA DAN DISIPLIN KERJA
TERHADAP KEPUASAN KERJA PEGAWAI ASN KANTOR CAMAT
SERIRIT KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh lingkungan kerja dan disiplin kerja terhadap kepuasan kerja Pegawai ASN Kantor Camat Seririt Kabupaten Buleleng. Penelitian ini menggunakan pendekatan kuantitatif kausal. Populasi dalam penelitian ini berjumlah 35 Pegawai ASN Kantor Camat Seririt Kabupaten Buleleng. Penelitian ini menggunakan seluruh anggota populasi sebagai responden sehingga tidak dilakukan penarikan sampel. Data dikumpulkan menggunakan kuesioner dengan skala Likert yang telah memenuhi uji validitas dan uji reliabilitas. Selanjutnya, data dianalisis menggunakan analisis regresi linier berganda yang didahului dengan uji asumsi klasik, yaitu uji normalitas, uji multikolinearitas, dan uji heteroskedastisitas. Hasil penelitian menunjukkan bahwa (1) lingkungan kerja berpengaruh positif dan signifikan terhadap kepuasan kerja Pegawai ASN Kantor Camat Seririt Kabupaten Buleleng, (2) disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja Pegawai ASN Kantor Camat Seririt Kabupaten Buleleng, dan (3) lingkungan kerja dan disiplin kerja secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja Pegawai ASN Kantor Camat Seririt Kabupaten Buleleng. Berdasarkan hasil penelitian tersebut, Kantor Camat Seririt Kabupaten Buleleng diharapkan dapat terus meningkatkan kualitas lingkungan kerja, baik lingkungan kerja fisik maupun nonfisik, melalui penyediaan fasilitas kerja yang memadai, terciptanya suasana kerja yang aman dan nyaman, serta membangun hubungan kerja dan komunikasi yang harmonis antarpegawai. Selain itu, instansi juga perlu meningkatkan disiplin kerja pegawai melalui penegakan peraturan secara konsisten, peningkatan pengawasan terhadap kehadiran dan ketepatan waktu, pembinaan secara berkelanjutan, serta pemberian penghargaan kepada pegawai yang menunjukkan kedisiplinan dan kinerja yang baik. Upaya tersebut diharapkan mampu meningkatkan kepuasan kerja pegawai, mendorong terciptanya budaya kerja yang profesional dan bertanggung jawab, serta mendukung peningkatan kualitas pelayanan kepada masyarakat. Bagi peneliti selanjutnya, disarankan untuk menambahkan variabel lain yang diduga memengaruhi kepuasan kerja serta memperluas objek penelitian sehingga diperoleh hasil yang lebih komprehensif.

Kata kunci: *lingkungan kerja, disiplin kerja, kepuasan kerja.*

**The Influence of Work Environment and Work Discipline on the Job
Satisfaction of Civil Servants (ASN) at the Seririt District Head's Office,
Buleleng Regency**

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ABSTRAK

This study aims to examine the influence of the work environment and work discipline on the job satisfaction of State Civil Apparatus (ASN) employees at the Seririt District Office, Buleleng Regency. A quantitative causal approach was employed. The study population consisted of 35 ASN employees from the Seririt District Office, Buleleng Regency; the entire population served as respondents, so no sampling was conducted. Data were collected using a Likert-scale questionnaire that had passed validity and reliability tests. Subsequently, the data were analyzed using multiple linear regression, preceded by classical assumption tests: normality, multicollinearity, and heteroscedasticity tests. The results indicate that (1) the work environment has a positive and significant effect on the job satisfaction of ASN employees at the Seririt District Office, Buleleng Regency; (2) work discipline has a positive and significant effect on the job satisfaction of ASN employees at the Seririt District Office, Buleleng Regency; and (3) the work environment and work discipline simultaneously have a positive and significant effect on the job satisfaction of ASN employees at the Seririt District Office, Buleleng Regency. Based on these findings, the Seririt District Office is expected to continue improving the quality of the work environment—both physical and non-physical—by providing adequate work facilities, creating a safe and comfortable atmosphere, and fostering harmonious working relationships and communication among employees. Furthermore, the agency needs to enhance employee work discipline through consistent rule enforcement, improved monitoring of attendance and punctuality, continuous guidance, and the provision of rewards to employees who demonstrate good discipline and performance. These efforts are expected to boost employee job satisfaction, foster a professional and responsible work culture, and support improved service quality for the public. Future researchers are advised to include other variables that may influence job satisfaction and to expand the scope of the study to obtain more comprehensive results.

Keywords: *work environment, work discipline, job satisfaction.*