

**PENGARUH DISIPLIN KERJA DAN LINGKUNGAN KERJA
TERHADAP PEGAWAI KANTOR DINAS SOSIAL KABUPATEN
GIANYAR**

Oleh

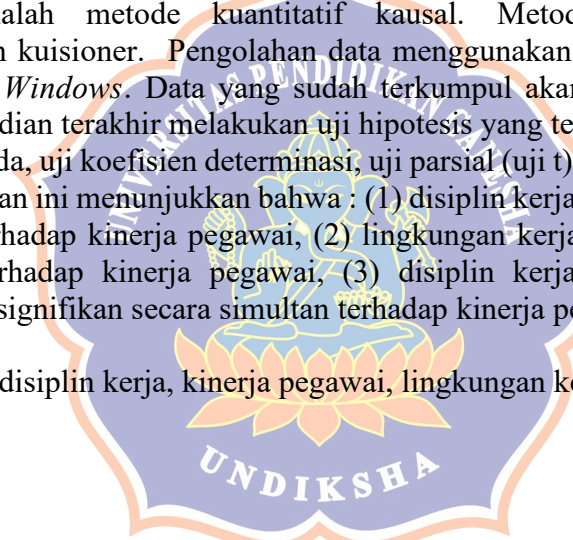
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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja pegawai pada kantor Dinas Sosial Kabupaten Gianyar. Populasi penelitian ini adalah pegawai ASN Kantor Dinas Sosial Kabupaten Gianyar. Teknik sampling yang digunakan ialah sampel jenuh. Dalam penelitian ini menggunakan sampel sebanyak 31 responden. Metode yang digunakan ialah metode kuantitatif kausal. Metode pengumpulan data menggunakan kuisioner. Pengolahan data menggunakan bantuan program SPSS versi 21 *for Windows*. Data yang sudah terkumpul akan dilakukan uji asumsi klasik. Kemudian terakhir melakukan uji hipotesis yang terdiri dari analisis regresi linear berganda, uji koefisien determinasi, uji parsial (uji t), dan uji F (uji simultan). Hasil penelitian ini menunjukkan bahwa : (1) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, (2) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, (3) disiplin kerja dan lingkungan kerja berpengaruh signifikan secara simultan terhadap kinerja pegawai.

Kata kunci: disiplin kerja, kinerja pegawai, lingkungan kerja



***THE INFLUENCE OF WORK DISCIPLINE AND WORK ENVIRONMENT
ON EMPLOYEES AT THE GIANYAR REGENCY SOCIAL SERVICES
OFFICE***

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ABSTRACT

This study aims to examine the influence of work discipline and the work environment on employee performance at the Gianyar Regency Social Services Office. The study population was civil servants (ASN) at the Gianyar Regency Social Services Office. The sampling technique used was saturated sampling. This study employed a sample of 31 respondents. The method used was a causal quantitative method. Data collection used a questionnaire. Data processing was performed using SPSS version 21 for Windows. The collected data were subjected to classical assumption tests. Finally, hypothesis testing was conducted, consisting of multiple linear regression analysis, coefficient of determination tests, partial t-tests, and F-tests (simultaneous tests). The results of this study indicate that: (1) work discipline has a positive and significant effect on employee performance, (2) the work environment has a positive and significant effect on employee performance, (3) work discipline and the work environment have a significant simultaneous effect on employee performance.

Keywords: work discipline, employee performance, work environment

