ABSTRAK

Allisa Putri/2200861201004/Pengaruh Disiplin Kerja, Lingkungan Kerja Fisik dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada Dinas Perkebunan Provinsi Jambi/Pembimbing I Anisah, SE, MM /Pembimbing II Muhammad Syukri SE. Sy, ME /

Manajemen sumber daya manusia merupakan ilmu dan seni dalam mengatur hubungan serta peranan tenaga kerja agar tujuan organisasi dapat tercapai secara efektif dan efisien. Salah satu faktor yang menentukan keberhasilan organisasi adalah kinerja pegawai, yang dipengaruhi oleh berbagai faktor, di antaranya disiplin kerja, lingkungan kerja fisik, dan kepuasan kerja.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh disiplin kerja, lingkungan kerja fisik, dan kepuasan kerja terhadap kinerja pegawai pada Dinas Perkebunan Provinsi Jambi, baik secara parsial maupun simultan. Penelitian menggunakan metode deskriptif kuantitatif. Populasi penelitian berjumlah 132 pegawai, sedangkan sampel sebanyak 57 responden yang ditentukan menggunakan rumus Slovin dengan teknik non-probability sampling. Data diperoleh melalui penyebaran kuesioner, wawancara, observasi, dan dokumentasi. Analisis data menggunakan analisis deskriptif, uji instrumen, uji asumsi klasik, analisis regresi linier berganda, uji t, uji F, serta koefisien korelasi dan determinasi dengan bantuan program SPSS.

Hasil penelitian menunjukkan bahwa disiplin kerja, lingkungan kerja fisik, kepuasan kerja, dan kinerja pegawai berada pada kategori sangat baik. Secara parsial, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai signifikansi 0,009 (<0,05). Sementara itu, lingkungan kerja fisik memiliki pengaruh positif dan signifikan terhadap kinerja dengan nilai signifikansi 0,008 (<0,05), demikian pula kepuasan kerja memiliki pengaruh positif dan signifikan dengan nilai signifikansi 0,008 (<0,05). Secara simultan, disiplin kerja, lingkungan kerja fisik, dan kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai F hitung sebesar 30,597 dan signifikansi 0,000 (<0,05). Nilai koefisien determinasi (R^2) sebesar 0,634 menunjukkan bahwa 63,4% variasi kinerja pegawai dapat dijelaskan oleh ketiga variabel independen, sedangkan 36,6% dipengaruhi oleh faktor lain di luar penelitian.

Berdasarkan hasil tersebut dapat disimpulkan bahwa disiplin kerja merupakan faktor yang paling berpengaruh terhadap kinerja pegawai secara parsial, sedangkan secara simultan disiplin kerja, lingkungan kerja fisik, dan kepuasan kerja memberikan pengaruh yang signifikan terhadap kinerja pegawai pada Dinas Perkebunan Provinsi Jambi.

Kata kunci: Disiplin kerja, Lingkungan kerja fisik, Kepuasan kerja, Kinerja karyawan

ABSTRACT

Allisa Putri, 2200861201004. The Effect of Work Discipline, Physical Work Environment, and Job Satisfaction on Employee Performance at the Plantation Office of Jambi /1St Advisor Anisah, S.E, MM/ 2Nd Advisor Muhammad Syukri SE. Sy, ME /

Human resource management is the science and art of managing the relationship and role of employees in order to achieve organizational goals effectively and efficiently. Employee performance is one of the key factors determining organizational success and is influenced by several factors, including work discipline, the physical work environment, and job satisfaction.

This study aims to determine and analyze the influence of work discipline, physical work environment, and job satisfaction on employee performance at the Plantation Office of Jambi Province, both partially and simultaneously. This research employed a quantitative descriptive method. The population consisted of 132 employees, while the sample comprised 57 respondents selected using the Slovin formula with a non-probability sampling technique. Data were collected through questionnaires, interviews, observations, and documentation. The data were analyzed using descriptive analysis, instrument testing, classical assumption tests, multiple linear regression analysis, t-test, F-test, correlation coefficient, and coefficient of determination with the assistance of SPSS software.

The results of the study indicate that work discipline, physical work environment, job satisfaction, and employee performance are all classified as being in the ***very good*** *category. Partially, work discipline has a positive and significant effect on employee performance, with a significance value of 0.009 (<0.05). The physical work environment also has a positive and significant effect on employee performance, with a significance value of 0.008 (<0.05). Likewise, job satisfaction has a positive and significant effect on employee performance, with a significance value of 0.008 (<0.05). Simultaneously, work discipline, physical work environment, and job satisfaction have a positive and significant effect on employee performance, as indicated by an F-value of 30.597 and a significance value of 0.000 (<0.05). The coefficient of determination (R^2) of 0.634 indicates that 63.4% of the variation in employee performance can be explained by work discipline, physical work environment, and job satisfaction, while the remaining 36.6% is influenced by other factors outside the scope of this study.*

It can be concluded that work discipline is the most influential variable on employee performance partially, while work discipline, physical work environment, and job satisfaction simultaneously have a significant effect on employee performance at the Plantation Office of Jambi Province.

Keywords: Work discipline,Phisical Work Environment, Job Satisfacion, Employee Perfomance