

The Effect of Work Environment, Work Discipline and Work Motivation on Employee Performance at KSPPS BMT Surya Raharja Tuban, Ummi Ma'rifah, Ali Muhajir, Bayu Sentosa, 2023, Management Study Program, Faculty of Economics, University of Darul 'Ulum Lamongan

ABSTRACT

This study aims to determine the effect of the Work Environment, Work Discipline and Work Motivation on Employee Performance at KSPPS BMT Surya Raharja Tuban both partially and simultaneously. This study uses a quantitative approach with a sample of 55 respondents, while the technique used in sampling is saturated sampling. The analytical method used in this research is validation test, reliability test, multiple linear regression test, coefficient of determination test (R²), classic assumption test, and hypothesis test. The results showed that the Work Environment Variable had a positive effect on employee performance, as evidenced by the results of the t test obtained tcount (1.943) < ttable (1.675) with a significant value of 0.058 < 0.05. The Work Discipline variable has no positive and significant effect on employee performance, as evidenced by the results of the t test obtained tcount (0.073) < ttable (1.675) with a significant value of 0.942 < 0.05. Work motivation variable has a positive effect on employee performance, as evidenced by the results of the t test obtained tcount (2.363) < ttable (1.675) with a significance of 0.022 < 0.05. Based on the simultaneous F test, it can be seen that Fcount (19,630) > Ftable (2,786). It can be stated that simultaneously Work Environment (x1), Work Discipline (x2) and Work Motivation (x3) affect Employee Performance (Y)

Keywords: work environment, work discipline and work motivation

Pengaruh Lingkungan Kerja, Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja karyawan Pada KSPPS BMT Surya Raharja Tuban, Ummi Ma'rifah, Ali Muhajir, Bayu Sentosa, 2023, Prodi Manajemen, Fakultas Ekonomi Universitas Darul 'Ulum Lamongan

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Lingkungan Kerja, Disiplin Kerja dan Motivasi Kerja terhadap Kinerja Karyawan pada KSPPS BMT Surya Raharja Tuban baik secara parsial maupun silmutan. Penelitian ini menggunakan pendekatan kuantitatif dengan sampel 55 responden, sedangkan teknik yang digunakan dalam pengambilan sampel yakni sampling jenuh. Metode analisis yang digunakan pada penelitian ini yakni uji validasi, uji reabilitas, uji regresi linier berganda, uji koefisien determinasi(R^2), uji asumsi klasik, dan uji hipotesis. Hasil penelitian menunjukkan bahwa Variabel Lingkungan Kerja berpengaruh positif terhadap kinerja karyawan, dibuktikan dari hasil uji t di peroleh $t_{hitung} (1.943) < t_{tabel} (1.675)$ dengan nilai signifikan sebesar $0,058 < 0,05$. Variabel Disiplin Kerja tidak berpengaruh positif dan signifikan terhadap kinerja karyawan, dibuktikan dari hasil uji t di peroleh $t_{hitung} (0,073) < t_{tabel} (1.675)$ dengan nilai signifikan sebesar $0,942 < 0,05$. Variabel Motivasi Kerja berpengaruh positif terhadap kinerja karyawan, dibuktikan dari hasil uji t di peroleh $t_{hitung} (2,363) < t_{tabel} (1.675)$ dengan signifikan sebesar $0,022 < 0,05$. Berdasarkan uji F simultan terlihat bahwa $F_{hitung} (19.630) > F_{tabel} (2,786)$. Dapat dinyatakan bahwa secara simultan Lingkungan Kerja (x1), Disiplin Kerja (x2) dan Motivasi Kerja (x3) berpengaruh terhadap Kinerja Karyawan (Y)

Kata kunci : Lingkungan kerja, Disiplin kerja dan Motivasi kerja