

The influence of the work environment, work motivation and work discipline on the performance of Lamongan regional bank employees, Dian Camelia Sari, Drs. Miftahul Huda, S.E, M.M , Ahmad Fathur Rozi, S.E, M.M, 2024, Management study program, Faculty of Economics, Darul 'Ulum Lamongan Islamic University.

ABSTRACT

This research aims to determine the influence of the work environment, work motivation and work discipline on employee performance at the Lamongan Regional Bank. This research was conducted at the Lamongan Regional Bank involving 69 samples of Lamongan Regional Bank employees with a total population of 218 employees. Determining the number of samples using the Solvin formula and collecting data using the Accidental Sampling technique. This research uses quantitative methods, which are processed with SPSS 26 to analyze data quality tests, classic assumption tests and analyze several hypotheses between the work environment, work motivation and work discipline whether they have a partial or simultaneous effect on employee performance and it is suspected that the work environment variable has the most dominant influence. on Employee Performance.

The results of this analysis show that: (1). From the results of the t test, it is obtained that $t \text{ count} > t \text{ table}$ with a Work Environment Variable value (X1) of $4.251 > 1.669$ with a significance value of $0.000 < 0.05$. Work Motivation Variable (X2) $2.281 > 1.669$ with a significance value of $0.026 < 0.05$. Work Discipline Variable (X3) $2.205 > 1.669$ with a significance value of $0.031 < 0.05$. (2). From the results of the f test, it is obtained that $f \text{ count} > f \text{ table}$ with a value of $6.726 > 2.75$. So the hypothesis is accepted, which means there is a partial and simultaneous influence between the three variables, namely Work Environment, Work Motivation and Work Discipline on Employee Performance at Lamongan Regional Bank. From the analysis results, the Work Environment variable (X1) has the most dominant influence on employee performance.

Keywords: Work Environment, Work Motivation, Work Discipline and Employee Performance

Pengaruh Lingkungan Kerja, Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai Bank Daerah Lamongan Dian Camelia Sari, Drs. Miftahul Huda, S.E, M.M , Ahmad Fathur Rozi, S.E, M.M, 2024, program studi Manajemen Fakultas Ekonomi Universitas Islam Darul ‘Ulum Lamongan.

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Lingkungan kerja, Motivasi Kerja dan Disiplin kerja terhadap kinerja karyawan pada Bank Daerah Lamongan. Penelitian ini dilakukan di Bank Daerah Lamongan dengan melibatkan 69 sampel Karyawan Bank Daerah Lamongan dengan populasi keseluruhan 218 Karyawan. Penentuan jumlah sampel menggunakan rumus solvin dan pengambilan datanya menggunakan teknik Accidental Sampling. Penelitian ini menggunakan metode kuantitatif, yang diolah dengan SPSS 26 untuk menganalisis uji kualitas data, uji asumsi klasik serta menganalisis beberapa hipotesis antara Lingkungan kerja, Motivasi kerja dan Disiplin kerja apakah berpengaruh secara parsial dan simultan terhadap Kinerja karyawan serta diduga variabel Lingkungan Kerja berpengaruh paling dominan terhadap Kinerja Karyawan.

Hasil analisis tersebut menunjukkan bahwa : (1). Dari hasil uji t diperoleh t hitung > t tabel dengan nilai Variabel Lingkungan Kerja (X1) $4,251 > 1,669$ dengan nilai signifikansi $0,000 < 0,05$. Variabel Motivasi Kerja (X2) $2,281 > 1,669$ dengan nilai signifikansi $0,026 < 0,05$. Variabel Disiplin Kerja (X3) $2,205 > 1,669$ dengan nilai signifikansi $0,031 < 0,05$. (2). Dari hasil uji f diperoleh f hitung > f tabel dengan nilai $6,726 > 2,75$. Maka hipotesis diterima, yang berarti ada pengaruh secara parsial dan simultan antara ketiga variabel yaitu Lingkungan Kerja, Motivasi Kerja dan Disiplin Kerja terhadap Kinerja Karyawan pada Bank Daerah Lamongan. Dari hasil analisis variabel Lingkungan Kerja (X1) berpengaruh paling dominan terhadap Kinerja Karyawan.

Kata kunci : Lingkungan Kerja, Motivasi Kerja, Disiplin Kerja dan Kinerja Karyawan