

ABSTRAK

Penelitian ini dilakukan karena adanya masalah pada kinerja karyawan di PT Intersolusi Teknologi Asia yang mengalami penurunan pada tahun 2020 dan 2021. Penurunan tersebut disebabkan oleh karyawan yang kurang disiplin dan lingkungan kerja yang kurang baik. Penelitian ini menggunakan metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 89 responden. Teknik sampling menggunakan non probability sampling, dengan cara incidental sampling. Pengujian Instrumen penelitian menggunakan uji validitas dan reliabilitas. Analisis data yang digunakan yaitu menggunakan analisis regresi linier berganda, analisis korelasi berganda, dan analisis koefisien determinasi.

Hasil dari penelitian menunjukkan bahwa Disiplin Kerja dan Lingkungan Kerja baik secara simultan maupun parsial berpengaruh signifikan terhadap Kinerja Karyawan. Selain itu besarnya pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Karyawan sebesar 50,9% dan sisanya sebesar 40,1% dipengaruhi oleh variabel lain yang tidak diteliti. Secara parsial kontribusi pengaruh Disiplin Kerja terhadap Kinerja Karyawan sebesar 20,3% dan kontribusi pengaruh Lingkungan Kerja terhadap Kinerja Karyawan sebesar 30,6%, sehingga dapat disimpulkan bahwa Lingkungan Kerja berpengaruh paling besar terhadap Kinerja Karyawan PT Intersolusi Teknologi Asia.

Kata Kunci: Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan

ABSTRACT

This research was conducted due to problems with employee performance at PT Intersolusi Teknologi Asia which experienced a decline in 2020 and 2021. This decline was caused by employees who lacked discipline and a bad work environment. This research uses descriptive and verification methods with a total sample of 89 respondents. The sampling technique uses non-probability sampling, by means of incidental sampling. Testing The research instrument uses validity and reliability tests. Analysis of the data used is using multiple linear regression analysis, multiple correlation analysis, and analysis of the coefficient of determination.

The results of the study show that work discipline and work environment both simultaneously and partially have a significant effect on employee performance. In addition, the influence of Work Discipline and Work Environment on Employee Performance is 50.9% and the remaining 40.1% is influenced by other variables not examined. Partially, the contribution of the influence of Work Discipline on Employee Performance is 20.3% and the contribution of the influence of the Work Environment on Employee Performance is 30.6%, so it can be concluded that the Work Environment has the biggest influence on Employee Performance at PT Intersolusi Teknologi Asia.

Keywords: Work Discipline, Work Environment, Employee Performance