ABSTRAK

Permasalahan atau fenomena pada penelitian ini yaitu belum optimalnya kinerja pegawai pada Koperasi Pegawai Pemerintah Kota Bandung yang disebabkan oleh variabel lingkungan kerja dan disiplin kerja. Penelitian ini bertujuan untuk mengetahui bagaimana kondisi lingkungan kerja, disiplin kerja, dan bagaimana pengaruh lingkungan kerja dan disiplin kerja terhadap kinerja pegawai pada Koperasi Pegawai Pemerintah Kota Bandung baik secara simultan maupun parsial. Dalam penelitian ini sampel diambil 30 responden. Teknik pengumpulan data yang digunakan yaitu menyebarkan kuesioner. Metode analisis data yang digunakan yaitu analisis regresi berganda, analisis koreasi berganda dan koefisien determinasi.

Hasil penelitian deskriptif berdasarkan tanggapan responden pada variabel lingkungan kerja dan disiplin kerja berada pada kategori kurang baik. Selanjutnya hasil penelitian verifikatif secara simultan pengeruh lingkungan kerja dan disiplin kerja terhadap kinerja pegawai sebesar 67% dan sisanya sebesar 33% dipengaruhi variabel lainnya yang tidak diteliti oleh peneliti, secara parsial lingkungan kerja berpengaruh terhadap kinerja pegawai sebesar 0.733 dan disiplin kerja terhadap kinerja pegawai sebesar 0.766 berada pada kategori kuat. Dan pengaruh lingkungan kerja terhadap kinerja pegawai yakni sebesar 28.9% dan pengaruh disiplin kerja terhadap kinerja pegawai sebesar 38.1%, sehingga dapat disimpulkan bahwa disiplin kerja memberikan pengaruh besar terhadap kinerja pegawai

Kata Kunci: Lingkungan Kerja, Disiplin Kerja, Kinerja Pegawai

ABSTRACT

The problem or phenomenon in this research is that employee performance at the Bandung City Government Employees Cooperative is not yet optimal, which is caused by work environment variables and work discipline. This research aims to find out the conditions of the work environment, work discipline, and how the work environment and work discipline influence employee performance at the Bandung City Government Employees Cooperative, both simultaneously and partially. In this study, the sample was taken from 30 respondents. The data collection technique used was distributing questionnaires. The data analysis methods used are multiple regression analysis, multiple correlation analysis and coefficient of determination.

The results of descriptive research based on respondents' responses to the work environment and work discipline variables are in the poor category. Furthermore, the results of the verification research simultaneously influence the work environment and work discipline on employee performance by 67% and the remaining 33% influence other variables not examined by researchers, partially the work environment influences employee performance by 0.733 and work discipline on employee performance by 0.766 is in the strong category. And the influence of the work environment on employee performance is 28.9% and the influence of work discipline on employee performance is 38.1%, so it can be concluded that work discipline has a big influence on employee performance.

Keywords: Work Environment, Work Discipline, Employee Performance