

**PENGARUH DISIPLIN KERJA DAN LINGKUNGAN KERJA
TERHADAP KINERJA PEGAWAI PADA BADAN KEUANGAN DAN
ASET DAERAH (BKAD) KABUPATEN SLEMAN**

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Abstrak

Penelitian ini dilakukan untuk mengetahui pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja pegawai secara parsial, dan mengetahui pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja pegawai secara simultan. Penelitian dilakukan di BKAD Kabupaten Sleman, dengan jumlah sampel penelitian 52 responden yang merupakan pegawai tetap (ASN). Metode pengambilan sampel adalah *probability sampling* dengan memberikan kesempatan yang sama kepada setiap anggota populasi. Metode pengumpulan data dilakukan dengan kuesioner dan observasi langsung. Metode analisis yang digunakan adalah deskriptif kuantitatif dengan menggunakan program SPSS versi 18.0. Teknik analisis data yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik dan analisis regresi linier berganda. Hasil regresi linier berganda menunjukkan variabel disiplin kerja berpengaruh secara signifikan terhadap kinerja pegawai dengan nilai t hitung $2,894 > t$ tabel $2,0086$ atau $\text{sig } 0,006 < 0,05$. Variabel lingkungan kerja menunjukkan nilai t hitung $3,175 > t$ tabel $2,0086$ atau $\text{sig } 0,003 < 0,05$ hal ini berarti lingkungan kerja berpengaruh secara signifikan terhadap kinerja pegawai. Hasil F hitung sebesar $10,720 > F$ tabel, artinya terdapat pengaruh signifikan antara variabel disiplin kerja dan lingkungan kerja secara simultan terhadap kinerja pegawai. Hasil uji determinasi menunjukkan terdapat pengaruh sebesar 30,4% dari variabel independen (disiplin dan lingkungan kerja) terhadap variabel dependen (kinerja pegawai). Sedangkan sisanya yaitu 69,6% variasi kinerja pegawai dijelaskan oleh variabel lain di luar penelitian.

Kata Kunci : *Disiplin Kerja, Lingkungan Kerja, Kinerja Pegawai*

***THE EFFECT OF WORK DISCIPLINE AND WORK ENVIRONMENT TO
THE EMPLOYEE PERFORMANCE IN FINANCIAL INSTITUTIONS AND
REGIONAL ASSETS (BKAD) KABUPATEN SLEMAN***

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Abstract

The study is conducted to determine the effect of work discipline and work environment on employee performance partially, and to determine the effect of work discipline and work environment on employee performance simultaneously. The research is conducted at BKAD Kabupaten Sleman, with a total sample of 52 respondents who are permanent employees (ASN). The sampling method is probability sampling with providing equal opportunities for each member of the population. Data collection method is performed with questionnaires and direct observation. The data analysis method used is descriptively quantitative by using SPSS version 18.0 program of multiple linear regression analysis method. The data analysis technique used in this study includes validity test, reliability test, classic assumption test, and multiple linear regression analysis. The results of multiple linear regression show that work discipline variables have a significant effect on employee performance with the value of t count $2,894 > t$ table $2,0086$ or sig $0,006 < 0,05$. Work environment variables show the value of t count $3,175 > t$ table $2,0086$ or sig $0,003 < 0,05$, this means that the work environment has a significant effect on employee performance. The result of F count is $10,720 > F$ table, the meaning is a significant effect between the variables of work discipline and work environment simultaneously the employee performance. The results of the determination test show that there is influence of $30,4\%$ of the independent variables (work discipline and work environment) toward dependent variables (employee performance). Whereas the other $69,6\%$ of the variance in employee's performance are explained by other variables outside of research.

Keywords : *Work Discipline, Working Environment, Employee Performance*