

Pengaruh Disiplin Kerja, Kompetensi dan Lingkungan Kerja terhadap Kinerja Pegawai (Studi Kasus pada Biro Pengembangan Infrastruktur Wilayah dan Pembiayaan Pembangunan Setda DIY)

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Penelitian ini bertujuan untuk mengetahui: Pengaruh Disiplin Kerja, Kompetensi dan Lingkungan Kerja Terhadap Kinerja Pegawai di Biro Pengembangan Infrastruktur Wilayah dan Pembiayaan Pembangunan. Penelitian ini dilakukan di Biro Pengembangan Infrastruktur Wilayah dan Pembiayaan Pembangunan Setda DIY pada bulan Maret – April. Metode Penelitian yang digunakan menggunakan bantuan aplikasi olah data SPSS versi 22. Variabel independen dalam penelitian ini adalah disiplin kerja, Kompetensi dan lingkungan kerja, sedangkan variabel dependennya adalah kinerja pegawai. Metode analisis data yang digunakan adalah uji kualitas data, uji asumsi klasik, uji hipotesis, dan koefisien determinasi (R^2). Data yang dikumpulkan dengan regresi linear berganda taraf signifikan 5%. Berdasarkan hasil penelitian disiplin kerja, kompetensi dan lingkungan kerja secara simultan memiliki pengaruh yang signifikan terhadap kinerja pegawai. Disiplin kerja dan lingkungan kerja secara parsial tidak berpengaruh signifikan terhadap kinerja sedangkan kompetensi secara parsial memiliki pengaruh yang signifikan terhadap kinerja pegawai.

Kunci : Disiplin kerja, kompetensi, lingkungan kerja, dan kinerja pegawai

***The Effect of Working Discipline, Competency and Work Environment on
Employee Performance
(Case Study at the Regional Infrastructure Development Bureau and DIY
Regional Secretariat Development Financing)***

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This study aims to determine the effect of work discipline, competence and work environment on employee performance in the Bureau of Regional Infrastructure Development and Development Financing. This research was conducted at the Regional Infrastructure Development Bureau and Development Financing of the DIY Regional Secretariat from March to April. The research was conducted with the help of the SPSS version 22 data processing application. The independent variables in this study were work discipline, competence and work environment, while the dependent variable was employee performance. The data analysis method used was data quality test, classic assumption test, hypothesis test, and determination coefficient (R²). Data collected by multiple linear regression with a significant level of 5%. Based on the research results, work discipline, competence and work environment simultaneously have a significant influence on employee performance. Work discipline and work environment partially do not have a significant effect on performance while competency partially has a significant effect on employee performance.

Keyword: Work discipline, competence, work environment, and employee performance