

PENGARUH LINGKUNGAN KERJA FISIK DAN NON FISIK DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI NON MEDIS RUMAH SAKIT PKU MUHAMMADIYAH GAMPING, YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh lingkungan kerja fisik terhadap kinerja pegawai, (2) Pengaruh lingkungan kerja non fisik terhadap kinerja pegawai dan (3) Pengaruh disiplin kerja terhadap kinerja pegawai. Penelitian ini termasuk dalam penelitian kuantitatif. Populasi dalam penelitian ini adalah 500 pegawai. Sampel dalam penelitian ini adalah 38 pegawai, dengan menggunakan teknik pengambilan sampel yaitu teknik *Purposive Sampling*. Data dikumpulkan dengan kuesioner yang telah diuji validitas dan reliabilitasnya menggunakan *Cronbach's Alpha*. Alat ukur terbukti valid dan reliabel untuk melakukan pengukuran. Disamping itu, dilakukan juga uji normalitas, uji multikolinearitas, uji heteroskedastisitas, uji f, uji t, uji koefisien determinasi (R^2), dan rata-rata hitung. Hasil penelitian pada taraf signifikan 5% menunjukkan bahwa: (1) Lingkungan Kerja Fisik berpengaruh positif hal ini dibuktikan t hitung sebesar 8,054 dengan angka probabilitas 0,000 dinyatakan signifikan karena ($p < 0,05$). (2) Lingkungan Kerja Non Fisik berpengaruh positif hal ini dibuktikan t hitung sebesar 2,422 dengan angka probabilitas 0,021 dinyatakan signifikan karena ($p < 0,05$). (3) Disiplin Kerja berpengaruh positif signifikan terhadap kinerja pegawai hal ini t hitung sebesar 3,559 dengan angka probabilitas 0,001 dinyatakan signifikan karena ($p < 0,05$). Lingkungan kerja fisik, lingkungan kerja non fisik dan disiplin kerja secara simultan berpengaruh terhadap kinerja pegawai, hal ini dapat dilihat dari nilai signifikansi $F = 0,000$ lebih kecil dari $\alpha = 0,05$ pada pengujian uji simultan (uji F). Dengan koefisien determinasi (R^2) adalah sebesar 0,441 atau 44%. Hal tersebut berarti bahwa variabel independen mempengaruhi variabel dependen, sedangkan sisanya 56% dipengaruhi oleh variabel lain yang tidak dijelaskan dalam penelitian ini.

Kata Kunci : *Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik, Disiplin Kerja dan Kinerja Pegawai*

**THE INFLUENCE OF PHYSICAL AND NON-PHYSICAL WORK
ENVIRONMENT AND WORK DISCIPLINE
ON THE PERFORMANCE OF NON-MEDICAL EMPLOYEES
IN PKU MUHAMMADIYAH GAMPING HOSPITAL, YOGYAKARTA**

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Abstract

This study aims to determine: (1) The effect of physical work environment on employee performance, (2) The effect of non-physical work environment on employee performance and (3) The effect of work discipline on employee performance. This research is included in quantitative research. The population in this study were 500 employees. The sample in this study were 38 employees, using a sampling technique, namely purposive sampling technique. Data were collected using a questionnaire that has been tested for validity and reliability using Cronbach's Alpha. The measuring instrument is proven valid and reliable for making measurements. In addition, normality test, multicollinearity test, heteroscedasticity test, f test, t test, coefficient of determination (R²) and average count were also carried out. The results of the study at a significant level of 5% indicate that: (1) the physical work environment has a positive effect, this is evidenced by the t count of 8.054 with the probability number 0.000, which is significant because ($p < 0.05$). (2) Non-physical work environment has a positive effect, this is evidenced by the t count of 2.422 with a probability number of 0.021 which is said to be significant because ($p < 0.05$). (3) Work Discipline has a significant positive effect on employee performance, this is t count of 3.559 with a probability number of 0.001 which is said to be significant because ($p < 0.05$). The physical work environment, non-physical work environment and work discipline simultaneously affect employee performance, this can be seen from the significance value of $F = 0.000$ which is smaller than $\alpha = 0.05$ in the simultaneous test (F test). The coefficient of determination (R²) is 0.441 or 44%. This means that the independent variables affect the dependent variable, while the remaining 56% is influenced by other variables that are not explained in this study.

Keywords: *Physical Work Environment, Non-Physical Work Environment, Work Discipline and Employee Performance*