

# **PENGARUH LINGKUNGAN KERJA DAN DISIPLIN KERJA TERHADAP KINERJA PEGAWAI DINAS PERTANAHAN DAN TATA RUANG KABUPATEN SLEMAN**

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## **Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan disiplin kerja secara parsial dan simultan terhadap kinerja pegawai pada pengaruh lingkungan kerja dan disiplin kerja terhadap kinerja pegawai pada Dinas Pertanahan dan Tata Ruang Kabupaten Sleman. Jenis penelitian menggunakan metode kuantitatif dengan menggunakan program *Statistical Package for the Social Scienses (SPSS)* window versi 22. Metode perolehan data dengan menggunakan kuesioner dan wawancara. Sampel yang digunakan adalah sebanyak 33 orang pegawai Dinas Pertanahan dan Tata Ruang Kabupaten Sleman. Pengujian yang digunakan adalah uji validitas, uji reliabilitas, uji normalitas, uji linearitas, uji multikolinieritas, uji heteroskedastisitas, analisis regresi linier berganda, uji statistik t, uji statistik F, koefisien determinasi dan uji rata-rata. Berdasarkan hasil uji t variabel lingkungan kerja diketahui bahwa lingkungan kerja memiliki  $t_{hitung}$  sebesar 2,152 dan  $t_{tabel}$  sebesar 2,004 dengan nilai signifikansi sebesar 0,040, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel lingkungan kerja terhadap kinerja pegawai Dinas Pertanahan dan Tata Ruang Kabupaten Sleman. Berdasarkan hasil uji t variabel disiplin kerja diketahui bahwa disiplin kerja memiliki  $t_{hitung}$  sebesar 3,951 dan  $t_{tabel}$  sebesar 2,004 dengan nilai signifikansi sebesar 0,000, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel disiplin kerja terhadap kinerja pegawai Dinas Pertanahan dan Tata Ruang Kabupaten Sleman. Berdasarkan hasil uji F diperoleh nilai F sebesar 9,917 dengan nilai signifikansi sebesar 0,000, maka dapat disimpulkan terdapat pengaruh signifikan lingkungan kerja dan disiplin kerja secara simultan terhadap kinerja pegawai Dinas Pertanahan dan Tata Ruang Kabupaten Sleman. Berdasarkan hasil koefisien determinasi diperoleh hasil sebesar 0,358. Hal tersebut berarti sebesar 39,8% dari variabel lingkungan kerja dan disiplin kerja mempengaruhi variabel kinerja pegawai, sedangkan sisanya 64,2% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

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

**EFFECT OF WORK ENVIRONMENT AND WORK DISCIPLINE  
ON THE PERFORMANCE OF EMPLOYEES  
AT THE DEPARTMENT OF LAND AND SPATIAL OF SLEMAN DISTRICT  
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**Abstract**

*This study aims to determine the effect of work environment and work discipline partially and simultaneously on employee performance on the influence of work environment and work discipline on employee performance at the Department. Land and Spatial Planning of Sleman Regency. This type of research uses quantitative methods using the Statistical Package for the Social Scienses (SPSS) window version 22 program. Methods of data collection using questionnaires and interviews. The sample used was 33 employees of the Sleman Regency Land and Spatial Planning Service. Tests used are validity test, reliability test, normality test, linearity test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, t statistical test, F statistical test, coefficient of determination and average test. Based on the t test results of the work environment variable, it is known that the work environment has a  $t_{count}$  of 2.152 and a  $t_{table}$  of 2.004 with a significance value of 0.040, it can be concluded that there is a significant positive effect of work environment variables on the performance of the employees of the Sleman Regency Land and Spatial Planning Service. Based on the t test results of the work discipline variable, it is known that work discipline has a  $t_{count}$  of 3.951 and a  $t_{table}$  of 2.004 with a significance value of 0.000, so it can be concluded that there is a significant positive effect of the work discipline variable on the performance of the employees of the Sleman Regency Land and Spatial Planning Service. Based on the results of the F test, it is obtained that the F value is 9.917 with a significance value of 0.000, it can be concluded that there is a significant influence on the work environment and work discipline simultaneously on the performance of the employees of the Sleman Regency Land and Layout Office. Based on the results of the coefficient of determination, the result is 0.358. This means that 39.8% of the work environment and work discipline variables affect employee performance variables, while the remaining 64.2% are influenced by other variables not examined in this study.*

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

