

ABSTRAK

PENGARUH DISIPLIN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PT. BRODO GANESHA INDONESIA

Mutia Oktaviani

Industri alas kaki di Indonesia berkembang pesat, namun PT. Brodo Ganesha Indonesia menghadapi tantangan dalam mempertahankan kinerja karyawan. Hasil pra-survei menunjukkan bahwa disiplin kerja, terutama kepatuhan terhadap aturan dan ketepatan waktu, belum optimal, sementara kenyamanan lingkungan kerja dinilai kurang memadai. Penelitian ini bertujuan untuk menganalisis pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja karyawan dengan pendekatan kuantitatif, melibatkan seluruh karyawan sebagai responden sebanyak 42 orang.

Hasil penelitian menunjukkan bahwa disiplin kerja dan lingkungan kerja memiliki pengaruh positif terhadap kinerja karyawan. Secara simultan, disiplin kerja dan lingkungan kerja berpengaruh positif signifikan. Koefisien determinasi (R^2) sebesar 57,4% menunjukkan bahwa kedua variabel tersebut secara simultan menjelaskan sebagian variasi dalam kinerja karyawan, sementara sisanya sebesar 42,6% dipengaruhi oleh faktor lain di luar penelitian ini. Oleh karena itu, perusahaan perlu memprioritaskan upaya peningkatan disiplin kerja serta tetap menjaga dan memperbaiki lingkungan kerja sebagai faktor pendukung.

Kata Kunci: Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan, PT. Brodo Ganesha Indonesia

ABSTRACT

THE INFLUENCE OF WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE AT PT. BRODO GANESHA INDONESIA

Mutia Oktaviani

The footwear industry in Indonesia has experienced rapid growth; however, PT. Brodo Ganesha Indonesia faces challenges in sustaining optimal employee performance. Preliminary survey results indicated that work discipline, particularly adherence to regulations and punctuality, had not yet reached an optimal level, while the comfort of the work environment was perceived as inadequate. This study aims to examine the influence of work discipline and work environment on employee performance using a quantitative research approach, with the entire population of 42 employees serving as respondents.

The results demonstrate that both work discipline and work environment exert a positive influence on employee performance. Furthermore, the simultaneous analysis indicates a significant positive effect of these variables. The coefficient of determination (R^2) of 57.4% suggests that work discipline and work environment collectively explain more than half of the variance in employee performance, while the remaining 42.6% is attributed to other factors beyond the scope of this study. Based on these findings, it is recommended that the company prioritize the enhancement of work discipline while maintaining and improving the work environment as a supporting factor.

Keywords: Work Discipline, Work Environment, Employee Performance, PT. Brodo Ganesha Indonesia