

ABSTRAK

Pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Pegawai di Dinas Perdagangan dan Perindustrian Kota Bandung

Sumber daya manusia merupakan faktor yang dapat menggerakkan organisasi sehingga kinerja pegawai menjadi penentu organisasi dalam mencapai tujuan. Kinerja pegawai yang kurang optimal, rendahnya disiplin kerja terutama dalam mematuhi jam kerja, serta lingkungan kerja yang kurang mendukung aktivitas pegawai dapat menghambat pencapaian tujuan organisasi. Penelitian ini dilakukan pada instansi pemerintah yaitu Dinas Perdagangan dan Perindustrian Kota Bandung dengan tujuan untuk mendeskripsikan, menganalisis, dan mengukur disiplin kerja, lingkungan kerja serta kinerja pegawai. Penelitian ini menggunakan metode kualitatif yang dirubah menjadi kuantitatif dengan pendekatan deskriptif-verifikatif yang melibatkan 63 pegawai sebagai responden dan menggunakan teknik sampling total. Teknik pengumpulan data dilakukan melalui penyebaran kuesioner dengan skala likert. Data dianalisis menggunakan bantuan SPSS diantaranya uji validitas, uji reliabilitas, analisis regresi linear berganda, koefisien korelasi, serta koefisien determinasi. Hasil penelitian menunjukkan bahwa disiplin kerja dan lingkungan kerja secara simultan berpengaruh terhadap kinerja pegawai. Secara parsial, disiplin kerja berpengaruh terhadap kinerja pegawai, serta lingkungan kerja berpengaruh terhadap kinerja pegawai. Hasil tersebut menunjukkan bahwa disiplin kerja dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci: Disiplin Kerja, Lingkungan Kerja, Kinerja Pegawai

ABSTRACT

The Influence of Work Discipline and Work Environment on Employee Performance at the Bandung City Trade and Industry

Human resources are the driving force behind an organization, making employee performance a key determinant in achieving organizational goals. Suboptimal employee performance, poor work discipline particularly regarding adherence to working hours and a work environment that fails to support employee activities can hinder the achievement of organizational objectives. This study was conducted at a government agency, the Bandung City Trade and Industry Office, with the aim of describing, analyzing, and measuring work discipline, the work environment, and employee performance. The study employed a qualitative to quantitative conversion method using a descriptive-verificative approach, involving 63 employees as respondents selected through total sampling. Data collection was carried out via questionnaires using a Likert scale. Data analysis was performed using SPSS, including validity and reliability tests, multiple linear regression analysis, correlation coefficient analysis, and the coefficient of determination. The results of the study indicate that work discipline and the work environment simultaneously influence employee performance. Partially, work discipline influences employee performance, and the work environment also influences employee performance. These results indicate that work discipline and the work environment have a positive and significant effect on employee performance.

Keywords: Work Discipline, Work Environment, Employee Performance