

ABSTRAK

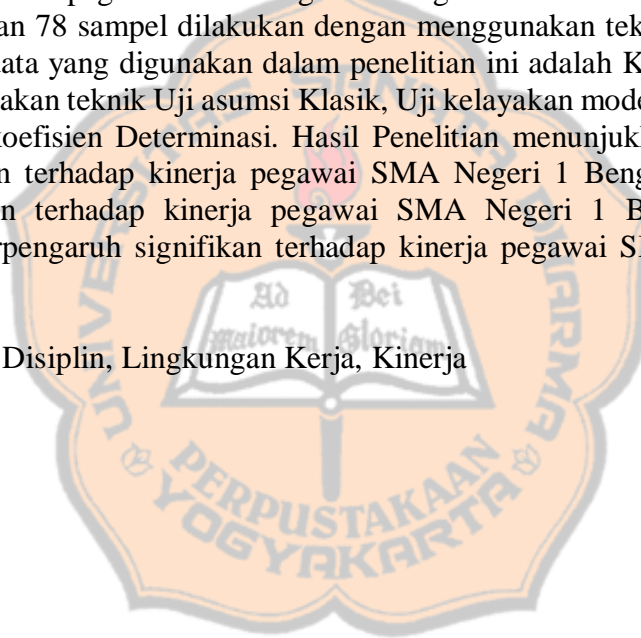
PENGARUH MOTIVASI, DISIPLIN, DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI

Studi Pada Pegawai SMA Negeri 1 Bengkulu Utara

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2021

Penelitian ini bertujuan untuk mengetahui apakah: Motivasi, Disiplin, dan Lingkungan kerja berpengaruh signifikan terhadap Kinerja pegawai SMA Negeri 1 Bengkulu Utara. Populasi dalam penelitian ini adalah pegawai SMA Negeri 1 Bengkulu Utara dengan sampel sebanyak 78 responden. Pengambilan 78 sampel dilakukan dengan menggunakan teknik *purposive sampling*. Teknik pengambilan data yang digunakan dalam penelitian ini adalah Kuisisioner. Dalam analisis data, peneliti menggunakan teknik Uji asumsi Klasik, Uji kelayakan model, Analisis Regresi Linier Berganda, Uji t dan koefisien Determinasi. Hasil Penelitian menunjukkan bahwa: 1) Motivasi berpengaruh signifikan terhadap kinerja pegawai SMA Negeri 1 Bengkulu Utara, 2) Disiplin berpengaruh signifikan terhadap kinerja pegawai SMA Negeri 1 Bengkulu Utara, dan 3) Lingkungan Kerja berpengaruh signifikan terhadap kinerja pegawai SMA Negeri 1 Bengkulu Utara.

Kata Kunci : Motivasi, Disiplin, Lingkungan Kerja, Kinerja



ABSTRACT

THE INFLUENCE OF MOTIVATION, DISCIPLINE, AND THE WORKING ENVIRONMENT ON EMPLOYEE PERFORMANCE

Study on Employees of State Senior High School 1 North Bengkulu

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This study aims to determine whether: Motivation, Discipline, and work environment have a significant effect on the performance of employees of Senior High School 1 North Bengkulu. The population in this study were employees of Senior High School 1 North Bengkulu with a sample of 78 respondents. Samples were taken using purposive sampling technique. The data collection technique used in this study was a questionnaire. In data analysis, researchers used the classical assumption test technique, Goodness of Fit, multiple linear regression analysis, T test and coefficient of determination. The results showed that: 1) Motivation had a significant effect on employee performance at Senior High School 1 North Bengkulu, 2) Discipline had a significant effect on employee performance at Senior High School 1 North Bengkulu, and 3) Work environment had a significant effect on employee performance at Senior High School 1 North Bengkulu.

Keywords: Motivation, Discipline, Work Environment, Performance

