ABSTRAK

Suhartatik. 2021. Skripsi. **Pengaruh Linkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Pos Indonesia (Persero) Kota Probolinggo.** Program Studi Manajemen, Fakultas Ekonomi, Universitas Panca Marga Probolinggo.

Penelitian ini dilakukan pada PT. Pos Indonesia (Persero) Kota Probolinggo pada tahun 2021. Tujuan penelitian ini adalah untuk mengetahui pengaruh lingkungan kerja dan disiplin kerja terhadap kinerja karyawan PT. Pos Indonesia (Persero) Kota Probolinggo. Kota Probolinggo.

Jenis penelitian yang digunakan adalah penelitian deskriptif kuantitatif, dengan variabel yang digunakan meliputi, lingkungan kerja, disiplin kerja, dan kinerja karyawan. Metode analisis data penelitian ini yaitu metode deskriptif kuantitatif dengan menggunakan satistik berupa analisis regresi berganda.

Hasil penelitian menunjukkan bahwa ada pengaruh antara lingkungan kerja dan disiplin kerja secara simultan (bersama- sama) berpengaruh signifikan terhadap kinerja karyawan dimana diperoleh nilai $F_{hitung} = 6{,}988$. Lalu dari uji parsial menunjukkan bahwa variabel lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan dengan nilai $t_{hitung} = 2{,}572$. Variabel disiplin kerja secara parsial, berpengaruh signifikan terhadap kinerja karyawan dengan nilai $t_{hitung} = 3{,}037$. Serta membuktikan bahwa variabel disiplin kerja berpengaruh dominan terhadap kinerja karyawan PT. Pos Indonesia (Persero) Kota Probolinggo.

Kata kunci : lingkungan kerja, disiplin kerja, dan kinerja karyawan

ABSTRACT

Suhartatik. 2021. Thesis. The Influence of Work Environment and Work Discipline on Employee Performance of PT. Indonesian Post (Persero) Probolinggo City. Management Study Program, Faculty of Economics, Panca Marga University, Probolinggo.

This research was at PT. Indonesian Post (Persero) Probolinggo City on 2021. This study aims to determine the effect of work environment and work discipline on the performance of employees of PT. Indonesian Post (Persero) in Probolinggo City.

This type of research is descriptive quantitative research, the variables are work environment, work discipline, and employee performance. The data analysis method of this research is descriptive quantitative using statistics in the form of multiple regression analysis.

The results showed that there was an influence between work environment and work discipline simultaneously had a significant effect of employee performance where the value of F count = 6.988 was obtained. Then from the partial test shows that the work environment variable has a significant effect on employee performance with a value of t = 2.572. Work discipline variable partially has a significant effect on employee performance with tcount = 3.037. As well as proving that the work discipline variable has a dominant effect on the performance of employees of PT. Indonesian Post (Persero) in Probolinggo City.

Keywords *: work environment, work discipline, and employee performance*