

ABSTRAK

PENGARUH DISIPLIN KERJA DAN LINGKUNGAN KERJA NON FISIK TERHADAP KINERJA KARYAWAN PT. PLN (PERSERO) UIP3B SUMATERA UPT TANJUNG KARANG

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Penelitian ini bertujuan untuk mengetahui apakah pengaruh Disiplin Kerja dan Lingkungan Kerja Non Fisik terhadap Kinerja Karyawan PT. PLN (PERSERO) UIP3B Sumatera UPT Tanjung Karang. Populasi dalam penelitian ini adalah karyawan PT. PLN (PERSERO) UIP3B Sumatera UPT Tanjung Karang dan sampel sebanyak 30 karyawan. Analisis yang digunakan meliputi uji instrument data uji validitas, dan uji reliabilitas. Teknik analisis data berupa uji normalitas, uji linieritas, uji multikolinieritas, dan analisis regresi linier berganda. Uji hipotesis menggunakan uji-T dan uji-F. Hasil penelitian ini terdapat pengaruh positif Disiplin kerja terhadap Kinerja Karyawan. Lingkungan Kerja Non Fisik berpengaruh positif terhadap Kinerja Karyawan. Disiplin Kerja dan Lingkungan Kerja Non Fisik berpengaruh positif terhadap Kinerja Karyawan PT. PLN (PERSERO) UIP3B Sumatera UPT Tanjung Karang.

Kata Kunci: Disiplin Kerja, Lingkungan Kerja Non Fisik, Dan Kinerja Karyawan

ABSTRACT

THE INFLUENCE OF WORK DISCIPLINE AND NON PHYSICAL WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE OF PT. PLN (PERSERO) UIP3B SUMATERA UPT TANJUNG KARANG

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This study was to find whether the effect of work discipline and non-physical work environment on the employee performance in PT. PLN (PERSERO) UIP3B Sumatra UPT Tanjung Karang. The population in this study was employees of PT. PLN (PERSERO) UIP3B Sumatra UPT Tanjung Karang and the sample was 30 employees. The data requirement tests included the tests of validity and reliability. The data analysis technique used normality test, linearity test, multi-collinearity test, and the multiple linear regression analysis. The hypothesis testing used t-test and F-test. The result of this study found that the work discipline had a positive effect on the employee performance. The non-physical work environment had a positive effect on the performance employee. The work discipline and non-physical work environment had a positive effect on the employee performance in PT. PLN (PERSERO) UIP3B Sumatra UPT Tanjung Karang.

**Keywords: Work Discipline, Non-Physical Work Environment, Performance
Employee**