

ABSTRAK

Mhd Suhail Rizki Hasibuan, 2017422029, Pascasarjana Magister Manajemen, Tahun 2019, Pengaruh tunjangan penghasilan pegawai, disiplin kerja dan lingkungan kerja terhadap kinerja Sekretariat Daerah Kota Sawahlunto, di bawah bimbingan bapak Prof. Dr. Ismuhadjar, SE, MM dan ibu Dr. Lusiana, SE, MM

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh Tunjangan penghasilan pegawai, Disiplin kerja, Lingkungan kerja, secara bersama-sama dan parsial terhadap kinerja. Variabel penelitian yaitu tunjangan penghasilan pegawai (X_1), disiplin kerja (X_2), lingkungan kerja (X_3), dan kinerja (Y). Metode pengumpulan data melalui survei dan mengedarkan kuesioner. Metode analisis yang digunakan adalah uji validitas dan reliabilitas, analisis regresi berganda, untuk uji hipotesis digunakan yaitu uji t dan uji F.

Dari hasil analisis regresi didapat persamaan $Y = 14,419 + 0,642 X_1 + 0,125 X_2 + 0,407 X_3$, maka berdasarkan uji parsial (Uji t) diperoleh: (a) tunjangan penghasilan pegawai berpengaruh positif dan signifikan terhadap kinerja. (b) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja. (c) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja. Kemudian berdasarkan uji hipotesis secara bersama-sama (Uji F) dapat diketahui bahwa tunjangan penghasilan pegawai, disiplin kerja, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja. Dan berdasarkan uji koefisien Determinasi (R^2) yakni sebesar 0,738 atau 73,8%, hal ini menunjukkan bahwa besarnya persentase kontribusi variabel tunjangan penghasilan pegawai, disiplin kerja, dan lingkungan kerja terhadap variabel kinerja menunjukkan pengaruh dan selebihnya dipengaruhi variabel lain.

Akhirnya penulis menyarankan agar pihak Sekretariat Daerah Kota Sawahlunto dapat memperhatikan dan meningkatkan dalam hal tunjangan penghasilan pegawai, disiplin kerja, dan lingkungan kerja terhadap Kinerja agar dapat meningkatkan Kinerja

Kata Kunci : Tunjangan penghasilan pegawai, Disiplin kerja, Lingkungan kerja, dan Kinerja

ABSTRACT

Mhd Suhail Rizki Hasibuan, 2017422029, Postgraduate Masters in Management, 2019, The effect of employee income allowances, work discipline and work environment on the performance of the Sawahlunto City Regional Secretariat, under the guidance of Mr. Prof. Dr. Ismuhadjar, SE, MM and Dr. Lusiana, SE, MM

This study aims to determine how much influence the employee's income allowance, work discipline, work environment, together and partially on performance. The research variables are employee income allowance (X1), work discipline (X2), work environment (X3), and performance (Y). The method of collecting data through surveys and distributing questionnaires. The analytical method used is the validity and reliability test, multiple regression analysis, to test the hypothesis used is the t test and F test.

From the regression analysis results obtained by the equation $Y = 14.419 + 0.642 X1 + 0.125 X2 + 0.407 X3$, then based on the partial test (t test) obtained: (a) employee income benefits have a positive and significant effect on performance. (b) work discipline has a positive and significant effect on performance. (c) the work environment has a positive and significant effect on performance. Then based on the joint hypothesis test (Test F) it can be seen that employee income allowances, work discipline, and work environment have a positive and significant effect on performance. And based on the coefficient of determination (R²) test that is equal to 0.738 or 73.8%, this shows that the large percentage of the contribution of employee income, work discipline, and work environment variables to the performance variable shows the effect and the rest is influenced by other variables.

Finally, the authors suggest that the Regional Secretariat of Sawahlunto City be able to pay attention and improve in terms of employee income benefits, work discipline, and work environment on performance in order to improve performance

Keywords: Employee income benefits, work discipline, work environment, and performance