

ABSTRAK

Mega Novita Sari, 16101155310147, Manajemen Fakultas Ekonomi dan Bisnis (2020), Pengaruh Lingkungan Kerja, Disiplin Kerja Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Kantor Dinas Pendidikan Dan Kebudayaan Pesisir Selatan (studi kasus mahasiswa Fakultas Ekonomi dan Bisnis Universitas Putra Indonesia “YPTK” Padang), dibawah bimbingan Ibu Dr. Ir. Zefriyenni, SE, MM dan Bapak Dori Mittra Candana, SE, MM.

Penelitian ini bertujuan untuk menguji seberapa besar Pengaruh Lingkungan Kerja, Disiplin Kerja Terhadap Kinerja Pegawai Melalui Kepuasan Kerja Sebagai Variabel Intervening Intervening Pada Kantor Dinas Pendidikan Dan Kebudayaan Pesisir Selatan. Metode pengumpulan data melalui survei dan penyebaran kusioner dengan sampel 60 reponden. Metode analisis yang digunakan adalah analisis korelasi, regresi linear berganda, dan analisis jalur (*path analysis*) menggunakan SPSS 22.

Hasil penelitian didapatkan berdasarkan Uji Parsial (Uji t) diperoleh secara parsial ada terdapat pengaruh yang signifikan antara Lingkungan Kerja dengan Kepuasan Kerja, Tidak terdapat pengaruh signifikan antara variabel Lingkungan Kerja terhadap Kepuasan Kerja, Tidak terdapat pengaruh signifikan antara variabel Lingkungan Kerja terhadap Kinerja Pegawai, Terdapat pengaruh signifikan diantara variabel Lingkungan Kerja terhadap Kinerja Pegawai. Kemudian berdasarkan hasil Uji Simultan (Uji f) diperoleh Lingkungan Kerja dan Disiplin Kerja berpengaruh signifikan dengan Kepuasan Kerja, Disiplin Kerja berpengaruh signifikan terhadap Kepuasan Kerja, Lingkungan Kerja berpengaruh signifikan terhadap Kinerja Pegawai, , Disiplin Kerja berpengaruh signifikan terhadap Kinerja Pegawai, Kepuasan Kerja berpengaruh signifikan terhadap Kinerja Pegawai.

Kata kunci: Lingkungan Kerja, Disiplin Kerja, Kinerja Pegawai, Kepuasan Kerja

ABSTRACT

Meg Novita Sari, No. BP 16101155310147, Management of the Faculty of Economics and Business (2020), the influence Work Environment, Work Discipline on Employee Performance through Job Satisfaction as an Intervening Variable in the Education Office and South Coast Culture (case study of Faculty of Economics and Business students at Universitas Putra Indonesia " YPTK "Padang), under the guidance of mom Dr. Ir. Zefriyenni, MM and Mr. Dori Mittra Candana, SE., MM.

This study aims to test how much influence the work environment, work discipline on employee performance through job satisfaction as an intervening variable in the South Coastal Education and Culture Office. Methods of data collection through surveys and questionnaires with a sample of 60 respondents. The analysis method used is correlation analysis, multiple linear regression, and path analysis using SPSS 22.

The result obtained are based on the partial test (t test) obtained partially there is a significant influence between the Work Environment and Job Satisfaction. There is a significant influence between Work Environment variables on Job Satisfaction, There is no significant influence between Work Environment variables on Employee Performance, there is a significant influence between Work Environment variables on Employee Performance. Then based on the results of the Simultaneous Test (Test f), it is found that Work Environment and Work Discipline have a significant effect on Job Satisfaction, Work Discipline has a significant effect on Job Satisfaction, Work Environment has a significant effect on Employee Performance, Work Discipline has a significant effect on Employee Performance, Job Satisfaction has a significant effect on employee performance..

Keywords: Work Environment, Work Discipline, Employee Performance, Job Satisfaction