

ABSTRAK

PENGARUH MOTIVASI, DISIPLIN KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN PT IDK ADAM MALIK MEDAN

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Penelitian ini bertujuan menganalisis dampak motivasi, disiplin kerja dan lingkungan kerja terhadap kinerja karyawan Pada PT IDK Adam Malik Medan. Populasi berjumlah 235 orang dan sampel dalam penelitian ini berjumlah 148 orang. Pengujian menggunakan teknik analisis linear berganda hasil uji hipotesis secara parsial didapat bahwa motivasi memiliki nilai $t_{hitung} > t_{tabel}$ yaitu $3,771 > 1,65521$ dengan taraf signifikan $0,000 < 0,05$, disiplin kerja memiliki nilai $t_{hitung} > t_{tabel}$ yaitu $6,177 > 1,65521$ dengan taraf signifikan $0,000 < 0,05$ dan lingkungan kerja memiliki nilai $t_{hitung} > t_{tabel}$ yaitu $4,184 > 1,65521$ dengan taraf signifikan $0,000 < 0,05$ sehingga motivasi, disiplin kerja dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan pada PT IDK Adam Malik Medan. Hasil pengujian secara simultan didapat bahwa nilai $F_{hitung} > F_{tabel}$ sebesar $135,077 > 2,67$ dengan taraf signifikan $0,000 < 0,05$ sehingga diambil kesimpulan bahwa motivasi, disiplin kerja dan lingkungan kerja berpengaruh dan signifikan secara bersama-sama terhadap kinerja karyawan pada PT IDK Adam Malik Medan. Perolehan pengujian koefisien determinasi didapat nilai adjusted r square sebesar 0,732 atau sebesar 73,2% yang artinya bahwa motivasi, disiplin kerja dan lingkungan kerja hanya menjelaskan variasi variabel kinerja guru sebesar 73,2% dan sisanya 26,8% dipengaruhi oleh variabel lain diluar variabel penelitian ini.

Kata Kunci : Motivasi, Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan

Abstract

This study aims to analyze the impact of motivation, work discipline and work environment on employee performance at PT IDK Adam Malik Medan. The population is 235 people and the sample in this study is 148 people. Testing using multiple linear analysis techniques partial hypothesis test results obtained that motivation has a value of $t_{count} > t_{table}$ that is $3.771 > 1.65521$ with a significant level of $0.000 < 0.05$, work discipline has a value of $t_{count} > t_{table}$ that is $6.177 > 1.65521$ with a significant level $0.000 < 0.05$ and the work environment has a value of $t_{count} > t_{table}$ that is $4.184 > 1.65521$ with a significant level of $0.000 < 0.05$ so that motivation, work discipline and work environment have a positive and significant effect on employee performance at PT IDK Adam Malik Medan. Simultaneous test results obtained that the value of $F_{count} > F_{table}$ of $135,077 > 2.67$ with a significant level of $0.000 < 0.05$ so that it can be concluded that motivation, work discipline and work environment have a significant and joint effect on employee performance at PT IDK Adam Malik. Medan. Obtaining the coefficient of determination test obtained an adjusted r square value of 0.732 or 73.2% which means that motivation, work discipline and work environment only explain variations in teacher performance variables by 73.2% and the remaining 26.8% is influenced by other variables outside the variable. this research.

Keywords: Motivation, Work Discipline, Work Environment, Employee Performance