

ABSTRAK

Tujuan penelitian ini untuk mengetahui pengaruh lingkungan kerja, disiplin kerja dan kepemimpinan terhadap kinerja karyawan PT Perkebunan Nusantara III Medan. Penelitian menggunakan metode kuantitatif dengan teknik analisis statistik deskriptif. Populasi digunakan yaitu karyawan PT Perkebunan Nusantara III Medan berjumlah 530 orang dan teknik penentuan sampel dengan rumus Slovin dan purposive sampling dan terpilih 85 sampel. Data dikumpulkan dengan cara media kuesioner, observasi dan interview. Penelitian menghasilkan kesimpulan yaitu lingkungan kerja memberi pengaruh signifikan pada kinerja karyawan PT Perkebunan Nusantara III Medan. Disiplin kerja memberi pengaruh signifikan pada kinerja karyawan PT Perkebunan Nusantara III Medan. Kepemimpinan memberi pengaruh signifikan pada kinerja karyawan PT Perkebunan Nusantara III Medan. Secara simultan lingkungan kerja, disiplin kerja, dan kepemimpinan berpengaruh signifikan pada kinerja karyawan PT Perkebunan Nusantara III Medan. Determinasi menunjukkan hasil sebesar 0,655 artinya lingkungan kerja, disiplin kerja, dan kepemimpinan berkontribusi kepada kinerja karyawan PT Perkebunan Nusantara III Medan sebesar 65,5%.

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

ABSTRACT

The purpose of this study was to determine the effect of the work environment, work discipline and leadership on the performance of PT Perkebunan Nusantara III Medan's employees. Research using quantitative methods with descriptive statistical analysis techniques. The population used was 530 employees of PT Perkebunan Nusantara III Medan and the sampling technique used was the Slovin formula and purposive sampling so that 85 samples were selected. Data collection techniques using questionnaires, observation and interviews. The results of the study concluded that the work environment has a significant influence on the performance of employees of PT Perkebunan Nusantara III Medan. Work discipline has a significant influence on the performance of employees of PT Perkebunan Nusantara III Medan. Leadership has a significant influence on the performance of employees of PT Perkebunan Nusantara III Medan. Simultaneously the work environment, work discipline, and leadership have a significant effect on the performance of employees of PT Perkebunan Nusantara III Medan. Determination shows a result of 0.655 meaning that the work environment, work discipline, and leadership contribute to the performance of employees of PT Perkebunan Nusantara III Medan by 65.5%.

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