

ABSTRAK

Kelurahan Cipamokolan adalah salah satu instansi pemerintahan yang paling dekat untuk melayani kepentingan masyarakat, untuk memberikan pelayanan yang baik sangat dibutuhkan suatu kinerja yang baik juga untuk mendukung hal itu salah satunya melalui lingkungan kerja dan disiplin kerja para pegawainya. Tujuan penelitian ini adalah untuk mengetahui gambaran serta pengaruh secara simultan dan parsial dari Lingkungan kerja dan Disiplin Kerja Terhadap Kinerja Pegawai di Kelurahan Cipamokolan Kecamatan Rancasari. Metode yang digunakan dalam penelitian ini adalah deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi yang digunakan pada penelitian ini adalah seluruh pegawai Kelurahan Cipamokolan 32 orang responden dengan menggunakan teknik *non probability sampling*, sampel jenuh. Setelah dilakukan penelitian diperoleh lingkungan kerja berada dikategori cukup baik, disiplin kerja berada di kategori cukup baik, dan kinerja pegawai di kategori cukup baik. Berdasarkan nilai koefisien determinasi diperoleh bahwa lingkungan kerja berpengaruh sebesar 51% terhadap Kinerja Pegawai, Disiplin kerja berpengaruh sebesar 48,8% terhadap Kinerja Pegawai, serta lingkungan kerja dan disiplin kerja berpengaruh sebesar 57,7%. Hasil penelitian secara parsial menunjukkan lingkungan kerja berpengaruh signifikan terhadap kinerja pegawai, dan disiplin kerja berpengaruh signifikan terhadap kinerja pegawai. Secara simultan lingkungan kerja dan disiplin kerja berpengaruh signifikan terhadap kinerja pegawai di kelurahan Cipamokolan Kecamatan Rancasari.

Kata Kunci: Lingkungan kerja, Disiplin Kerja, Kinerja

ABSTRACT

Cipamokolan Village is one of the closest government agencies to serve the interests of the community, to provide good service, a good performance is also needed to support it, one of which is through the work environment and work discipline of its employees. The purpose of this study was to determine the description and the simultaneous and partial influence of the work environment and work discipline on employee performance in Cipamokolan Village, Rancasari District. The method used in this research is descriptive and verification with a quantitative approach. The population used in this study were all employees of Kelurahan Cipamokolan 32 respondents using non-probability sampling technique, the sample was saturated. After doing the research, it was found that the work environment was in a good enough category, work discipline was in a good enough category, and employee performance was in a good enough category. Based on the coefficient of determination, it is found that the work environment has an effect of 51% on employee performance, work discipline has an effect of 48.8% on employee performance, and the work environment and work discipline have an effect of 57.7%. The results of the study partially show that the work environment has a significant effect on employee performance, and work discipline has a significant effect on employee performance. Simultaneously the work environment and work discipline have a significant effect on employee performance in the Cipamokolan village, Rancasari district.

Keywords: work environment, work discipline, performance