

RINGKASAN

Penelitian ini dilatarbelakangi oleh kinerja pegawai di Dinas Sosial dan Pemberdayaan Masyarakat dan Desa (Dinsospermades) Kabupaten Banyumas yang masih kurang optimal. Hal ini dibuktikan dengan belum tercapainya target yang telah ditentukan, dan juga disiplin kerja dan lingkungan kerja yang masih tergolong rendah. Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja pegawai di Dinsospermades Kabupaten Banyumas.

Penelitian ini menggunakan metode kuantitatif asosiatif dengan teknik pengumpulan data melalui kuesioner, dokumentasi, dan observasi. Teknik analisis data yang digunakan yaitu perhitungan statistik Korelasi Kendall Tau-b, Koefisien Konkordansi Kendall W, dan Regresi Ordinal dengan sasaran penelitian seluruh Aparatur Sipil Negara (ASN) Dinsospermades Kabupaten Banyumas sebanyak 48 orang.

Berdasarkan hasil analisis secara kuantitatif dalam penelitian ini dapat dijelaskan sebagai berikut: (1) Terdapat pengaruh yang signifikan antara disiplin kerja terhadap kinerja pegawai sebesar 29,8 persen. (2) Terdapat pengaruh yang signifikan antara lingkungan kerja terhadap kinerja pegawai sebesar 13,8 persen. (3) Terdapat pengaruh yang signifikan antara disiplin kerja dan lingkungan kerja terhadap kinerja pegawai sebesar 32,3 persen. Selain itu, hasil analisis yang dilakukan kepada 48 responden menjelaskan bahwa disiplin kerja dan kinerja pegawai di Dinsospermades Kabupaten Banyumas masuk ke dalam kategori sedang, sedangkan lingkungan kerja di Dinsospermades Kabupaten Banyumas masuk ke dalam kategori tinggi. Artinya bahwa disiplin kerja dan lingkungan kerja masih perlu ditingkatkan kembali agar kinerja pegawai juga dapat meningkat. Peningkatan disiplin kerja dapat dilakukan melalui meningkatkan kesadaran dalam diri masing-masing untuk berangkat dan pulang kerja tepat waktu serta mematuhi peraturan yang berlaku. Peningkatan lingkungan kerja dilakukan melalui menjaga hubungan antar pegawai serta membenahi sarana dan prasarana yang masih kurang layak. Dengan demikian, peningkatan disiplin kerja dan lingkungan kerja dapat meningkatkan kinerja pegawai Dinsospermades Kabupaten Banyumas.

Kata Kunci: Disiplin Kerja, Kinerja Pegawai, Lingkungan Kerja

SUMMARY

This research is motivated by the performance of employees in the Office of Social Affairs and Community and Village Empowerment (Dinsospermades) of Banyumas Regency which is still not optimal. This is evidenced by the fact that the predetermined targets have not been achieved, as well as the work discipline and work environment which are still relatively low. The purpose of this study was to determine and analyze the effect of work discipline and work environment on employee performance at the Dinsospermades Banyumas Regency.

This study uses associative quantitative methods with data collection techniques through questionnaires, documentation, and observation. The data analysis technique used is the statistical calculation of Kendall Tau-b Correlation, Kendall W Concordance Coefficient, and Ordinal Regression with the research target of all State Civil Apparatuses (ASN) Dinsospermades Banyumas Regency as many as 48 people.

Based on the results of quantitative analysis in this study it can be explained as follows: (1) There is a significant influence between work discipline on employee performance of 29.8 percent. (2) There is a significant influence between the work environment on employee performance of 13.8 percent. (3) There is a significant influence between work discipline and work environment on employee performance of 32.3 percent. In addition, the results of the analysis conducted on 48 respondents explained that the work discipline and performance of employees at the Dinsospermades Banyumas Regency were in the medium category, while the work environment at the Dinsospermades Banyumas Regency was included in the high category. This means that work discipline and work environment still need to be improved again so that employee performance can also increase. Increasing work discipline can be done by increasing awareness within each person to leave and return to work on time and comply with applicable regulations. Improving the work environment is carried out by maintaining relations between employees and improving facilities and infrastructure that are still inadequate. Thus, increasing work discipline and work environment can improve the performance at the Dinsospermades Banyumas Regency.

Keywords: Employee Performance, Work Discipline, Work Environment