

ABSTARK

Ahmad Tri Yoga 2026. Pengaruh Lingkungan Kerja Motivasi Dan Disiplin Terhadap Kinerja Pegawai pada Bank BTN Kantor Cabang Panakkukang. Skripsi. Program Studi Manajemen, Fakultas Ekonomi & Bisnis, Universitas Muhammadiyah Makassar. Dibimbing oleh: Muhammad Yusuf dan Asdar.

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, motivasi kerja, dan disiplin kerja terhadap kinerja pegawai pada Bank Tabungan Negara (BTN) Kantor Cabang Panakkukang, Kota Makassar. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui penyebaran kuesioner kepada seluruh pegawai Bank BTN Kantor Cabang Panakkukang sebanyak 50 responden dengan teknik sampling jenuh. Analisis data dilakukan menggunakan regresi linier berganda dengan bantuan program SPSS, serta didukung oleh uji validitas, reliabilitas, dan uji asumsi klasik. Hasil penelitian menunjukkan bahwa secara parsial (1) Lingkungan kerja berpengaruh positif namun tidak signifikan terhadap kinerja pegawai dengan nilai t sebesar $1,761 < 2,013$ dan signifikansi dengan nilai t $0,085 > 0,05$. (2) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai t sebesar $2,637 > 2,013$ dan signifikansi $0,011 < 0,05$. (3) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai dengan nilai t $3,095 > 2,013$ dan signifikansi $0,003 < 0,05$. Disiplin kerja merupakan variabel yang memiliki pengaruh paling dominan terhadap kinerja pegawai.

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



ABSTRACT

Ahmad Tri Yoga 2026. The Influence of Work Environment, Work Motivation, and Work Discipline on Employee Performance at Bank BTN Panakkukang Branch Office. Thesis. Management Study Program, Faculty of Economics & Business, Muhammadiyah University of Makassar. Supervised by: Muhammad Yusuf and Asdar.

This study aims to analyze the influence of the work environment, work motivation, and work discipline on employee performance at Bank Tabungan Negara (BTN) Panakkukang Branch Office, Makassar City. This research employs a quantitative approach using a survey method. Data were collected through the distribution of questionnaires to all employees of Bank BTN Panakkukang Branch Office, totaling 50 respondents, using a saturated sampling technique. Data analysis was conducted using multiple linear regression with the assistance of SPSS, supported by validity tests, reliability tests, and classical assumption tests. The results of the study indicate that partially: (1) the work environment has a positive but not significant effect on employee performance, with a t -value of $1.761 < 2.013$ and a significance value of $0.085 > 0.05$; (2) work motivation has a positive and significant effect on employee performance, with a t -value of $2.637 > 2.013$ and a significance value of $0.011 < 0.05$; and (3) work discipline has a positive and significant effect on employee performance, with a t -value of $3.095 > 2.013$ and a significance value of $0.003 < 0.05$. Work discipline is the variable that has the most dominant influence on employee performance.

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

