

ABSTRAK

Nur Amelia, 02041711071, 2021. Pengaruh disiplin kerja dan lingkungan kerja terhadap kinerja pegawai pada Dinas Perindustrian dan Perdagangan Kota Ternate. Pembimbing I: Zulaiha Husen dan Pembimbing II: Moh. Amin Rosidi

Penelitian ini bertujuan untuk mengetahui pengaruh: (1) pengaruh disiplin kerja terhadap kinerja pegawai pada Dinas Perindustrian dan Perdagangan Kota Ternate, (2) pengaruh lingkungan kerja terhadap kinerja pegawai pada Dinas Perindustrian dan Perdagangan Kota Ternate. Penelitian ini termasuk penelitian dengan pendekatan kuantitatif. Populasi dari penelitian ini adalah pegawai Dinas Perindustrian dan Perdagangan Kota Ternate. Penentuan sampel diambil dari populasi secara acak, sehingga penelitian ini memperoleh sampel sebanyak 125 pegawai. Data dikumpulkan dengan kuesioner. Teknik analisis data menggunakan bantuan *software* PLS v3.0 dan SPSS v25.

Hasil penelitian menunjukkan bahwa: (1) disiplin kerja berpengaruh positif dan tidak signifikan terhadap kinerja pegawai pada Dinas Perindustrian dan Perdagangan Kota Ternate (*Original sample estimate* = 0.091 $p=0.173$), (2) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja pegawai pada Dinas Perindustrian dan Perdagangan Kota Ternate (*Original sample estimate* = 0.682 $p= 0.000$).

Kata Kunci : *Disiplin kerja, Lingkungan Kerja, dan Kinerja Pegawai.*

ABSTRACT

Nur Amelia, 02041711071, 2021. *The Effect of Work Discipline and Work Environment on Employee Performance at the Industry and Trade Department of Ternate City. Supervisor I: Zulaiha Husen and Supervisor II: Moh. Amin Rosidi.*

This study aims to determine the effect of: (1) the effect of work discipline on employee performance at the Department of Industry and Trade of Ternate City, (2) the influence of the work environment on employee performance at the Department of Industry and Trade of Ternate City. This research includes research with a quantitative approach. The population of this study were employees of the Department of Industry and Trade of the City of Ternate. Determination of the sample taken from the population randomly, so that this study obtained a sample of 125 employees. Data were collected by questionnaire. The data analysis technique was using PLS v3.0 and SPSS v25 software.

The results showed that: (1) work discipline had a positive and insignificant effect on employee performance at the Ternate City Industry and Trade Office (Original sample estimate = 0.091 $p = 0.173$), (2) the work environment had a positive and significant effect on employee performance at the Department of Industry. Ternate City Industry and Trade (Original sample estimate = 0.682 $p = 0.000$).

Keywords: *work discipline, work environment, and employee performance.*