

ABSTRAK

Kamil Yoiooga, 2024. Pengaruh Kompetensi dan Lingkungan Kerja terhadap Kinerja Dosen dengan Disiplin Kerja sebagai Variabel *Intervening* (Studi pada Fakultas Ekonomi dan Bisnis). Pembimbing Utama: Nurlaila; Pembimbing Pendamping: Ikrima M. Mustafa.

Penelitian ini bertujuan: Untuk menguji kompetensi dan lingkungan kerja terhadap kinerja dosen dengan disiplin kerja sebagai variabel *intervening*. Populasi adalah dosen fakultas Ekonomi dan Bisnis. Jumlah sampel sebanyak 91 responden. Teknik analisis adalah *structural equation modeling (SEM)* dengan menggunakan uji statistik *partial least square (PLS)*. Hasil penelitian menyatakan bahwa: Kompetensi berpengaruh positif dan signifikan terhadap kinerja dosen. Lingkungan kerja tidak berpengaruh positif dan signifikan terhadap kinerja dosen. Kompetensi berpengaruh positif dan signifikan terhadap disiplin kerja. Lingkungan kerja berpengaruh positif dan signifikan terhadap Disiplin kerja. Disiplin kerja berpengaruh positif dan signifikan terhadap kinerja dosen. Disiplin kerja berpengaruh signifikan dalam *mengintervening* kompetensi terhadap kinerja dosen. Disiplin kerja tidak berpengaruh signifikan dalam *mengintervening* lingkungan kerja terhadap kinerja dosen.

Kata kunci: Kompetensi, Lingkungan Kerja, Kinerja Dosen dan Disiplin Kerja.

ABSTRACT

Kamil Yoiooga, 2024. *The Influence of Competency and Work Environment on Lecture Performance with Work Discipline as an intervening variable (Study at the Faculty of Economics and business). Advisor: Nurlaila; Co-Advisor: Ikrimah M. Mustafa.*

This study aims: To examinixian Competency and Work Environment on Lecturer Performance with Work Discipline as an Intervening Variable. The population is lecturers from the Faculty of Economics and Business. The total sample was 91 respondents. The data analysis technique is structural equation modeling (SEM) using the partial least squares (PLS) statistical test. The research results state that: Competency has a positive and significant effect on lecturer performance. The work environment does not have a positive and significant effect on lecturer. performance. Competence has a positive and significant effect on work discipline. The work environment has a positive and significant effect on work discipline. Work discipline has a positive and significant effect on lecturer performance. Work discipline has a significant influence in intervening competence on lecturer performance. Work discipline does not have a significant effect in intervening in the work environment on lecturer performance.

Keywords: Competence, Work Environment, Lecture Performance and Work Discipline.