

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh kepemimpinan, disiplin kerja, motivasi, dan lingkungan kerja terhadap kinerja karyawan pada Kantor Kecamatan Gunung Anyar Surabaya. Jenis penelitian ini adalah kuantitatif. Pada penelitian ini menggunakan seluruh sampel yaitu sebanyak 36 orang karyawan. Uji instrumen penelitian ini menggunakan uji validitas dan uji reliabilitas, sedangkan pada teknik analisis menggunakan regresi linier berganda.

Hasil penelitian ini menunjukkan bahwa pada variabel kepemimpinan dan disiplin kerja berpengaruh signifikan terhadap kinerja karyawan. Sedangkan pada variabel motivasi dan lingkungan kerja tidak berpengaruh signifikan terhadap kinerja karyawan, hal ini perlu ditingkatkan pada pemberian gaji yang sesuai, jaminan keamanan seperti kesehatan, menciptakan lingkungan kerja yang nyaman bagi karyawan, dan lingkungan kerja yang baik dalam hubungan antar karyawan.

Kata Kunci: kepemimpinan, disiplin kerja, motivasi, lingkungan kerja, dan kinerja karyawan.



ABSTRACT

This research aimed to find out the effect of leadership, work discipline, motivation, and work environment on employees' performance at Kecamatan office, Gunung Anyar Surabaya. Moreover, the research was quantitative. Furthermore, the population was employees of Kecamatan office, Gunung Anyar Surabaya. Additionally, the research used all members of the population which consists of 36 employees. In addition, the instrument test used a validity and reliability test. Meanwhile, the data analysis technique used multiple linear regression. The research result concluded that leadership had a significant effect on employees' performance. Likewise, work discipline had a significant effect on employees' performance. On the other hand, motivation had an insignificant effect on employees' performance. Likewise, the work environment had an insignificant effect on employees' performance. In suggestion, there should be a proper salary which was suitable, safety guarantees such as health insurance, a comfortable work environment for employees, and a good work environment related to employees' relationship.

Keywords: leadership, work discipline, motivation, work environment, employees' performance



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