

ABSTRAK

**PENGARUH KEPEMIMPINAN, LINGKUNGAN KERJA,
DAN DISIPLIN TERHADAP KINERJA PEGAWAI
DI KABUPATEN INTAN JAYA PAPUA**

Studi pada pegawai negeri sipil di Kabupaten Intan Jaya Papua

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Penelitian ini bertujuan untuk menganalisis pengaruh kepemimpinan lingkungan kerja dan disiplin terhadap kinerja pegawai di Kabupaten Intan Jaya Papua. Populasi dari penelitian ini adalah seluruh pegawai yang bekerja di kantor pemerintahan Kabupaten Intan Jaya Papua, sampel dari penelitian ini adalah para pegawai negeri sipil di Kabupaten Intan Jaya Papua yang berjumlah 100 orang. Teknik pengambilan sampel menggunakan teknik *Non Probability sampling*. Data dikumpulkan menggunakan kuesioner, skala pengukurannya menggunakan skala Likert. Analisis data menggunakan uji regresi linear berganda dengan program SPSS. Dari hasil analisis dapat diketahui bahwa secara parsial variabel disiplin berpengaruh terhadap kinerja pegawai, hal ini berarti semakin baik atau tinggi disiplin maka diharapkan kinerja pegawai semakin tinggi juga. Variabel kepemimpinan dan lingkungan kerja tidak berpengaruh terhadap kinerja pegawai. Variabel kepemimpinan lingkungan kerja dan disiplin berpengaruh secara simultan terhadap kinerja pegawai di Kabupaten Intan Jaya Papua.

Kata Kunci: Kepemimpinan, Lingkungan Kerja, Disiplin, dan Kinerja Pegawai.

ABSTRACT

**THE INFLUENCE OF LEADERSHIP, WORK ENVIRONMENT,
AND DISCIPLINE ON EMPLOYEES' PERFORMANCE
IN INTAN JAYA REGENCY OF PAPUA**

A study on case civil servants in Intan Jaya Regency of Papua

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This research aims to analyze the influence of leadership, work environment and discipline on employees' performance in Intan Jaya Regency, Papua. The population of this research was all employees who work at the government offices in Intan Jaya Regency, Papua. The sample of this research was the civil servants in Intan Jaya Regency, Papua, with the total number of 100 people. The technique used for determining the samples was the Non Probability Sampling. The data was collected using questionnaire, and the Likert Scale was used for the measurement scale. The data analysis used was the multiple linear regression with the SPSS program. From the analysis result, it could be concluded that the discipline partially influenced the employees' performance, which means that the better or higher the discipline, the higher the employees' performance as well. The leadership variable and the work environment did not influence the employees' performance. The work environment leadership, and the discipline, simultaneously influenced the employees' performance in Intan Jaya Regency, Papua.

Keywords: Leadership, Work Environment, Discipline, Employees' Performance