ABSTRAK

Dwi Martini Mulyani, 2023. Pengaruh Motivasi, Disiplin dan Lingkungan Kerja Terhadap Kinerja Karyawan BSI KC Tasikmalaya Sutisna Senjaya Pasca Merger: Program Studi Ekonomi Syariah Fakultas Agama Islam Universitas Siliwangi

Kinerja karyawan merupakan aspek penting yang harus diperhatikan. Di BSI KC Tasikmalaya Sutisna Senjaya kinerja karyawan mengalami hambatan diantaranya fokus kerja tidak hanya dilingkup kantor dikarenakan menjadi kantor cabang pusat, tuntutan menyelesaikan data nasabah dari BRIS, BNIS, BSM menjadi BSI dan tuntutan mencapai target untuk setiap produk yang dikeluarkan.

Metode pada penelitian ini menggunakan deskriptif kuantitatif dengan sampe jenuh. Teknik pengumpulan data yang digunakan dalam penelitian ini yaitu berupa angket atau kuesioner yang telah diuji validitas dan reliabilitas.Populasi dalam penelitian ini adalah karyawan BSI KC Tasikmalaya Sutisna Senjaya yang berjumlah 38 orang.

Berdasarkan hasil penelitian diperoleh: 1) Variabel X1 berpengaruh positif terhadap variabel Y dengan analisis regresi linier sederhana X1 diperoleh Y= 9,636 + 0,534X_1 dan koefisien korelasi sebesar 0,563. 2) Variabel X2 berpengaruh positif terhadap variabel Y dengan analisis regresi linier sederhana X2 diperoleh Y= 16,542 + 0,535X_2 dan koefisien korelasi sebesar 0,486. 3) Variabel X3 berpengaruh positif terhadap variabel Y, dengan analisis regresi linier sederhana X3 diperoleh Y= 11,516 + 0,714X_3 dan koefisien korelasi sebesar 0,602. 4) Motivasi, Disiplin dan Lingkungan Kerja secara bersama-sama berpengaruh positif terhadap Kinerja Karyawan berdasarkan analisis regresi berganda diperoleh Y = 7,081 + 0,268X_1 + 0,017X_2 + 0,474X_3 dengan koefisien korelasi berganda variabel Motivasi (X1) sebesar 0,268, Disiplin (X2) sebesar 0,017 dan Lingkungan Kerja (X3) sebesar 0,474. Berdasarkan uji determinasi menunjukkan besarnya koefisien determinasi (R^2) diperoleh 0,407, hal tersebut Motivasi (X1), Disiplin (X2) dan Lingkungan Kerja (X3) secara bersama-sama mempengaruhi Kinerja Karyawan (Y) sebesar 40,7% sisanya sebesar 59,3% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini. Dari hasil penelitian tersebut saran yang bisa diberikan kepada BSI KC Tasikmalaya Sutisna Senjaya yaitu harus bisa memperbaiki dan meningkatkan motivasi, disiplin dan lingkungan kerja di karyawan

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

ABSTRACT

Dwi Martini Mulyani, 2023. The Effect of Motivation, Discipline and Work Environment on Employee Performance BSI KC Tasikmalaya Sutisna Senjaya After The Merger: Islamic Economics Study Program, Faculty of Islamic Religion, Siliwangi University

Employee performance is a crucial factor that needs to be taken into account. Employee performance faced challenges at BSI Tasikmalaya Sutisna Senjaya KC, including the need to focus on work outside of the office since it became a central branch office, the need to complete customer data transfers from BRIS, BNIS, and BSM to BSI, and the need to meet targets for each product issued.

This study's methodology uses a saturated sample and descriptive quantitative analysis. This study's method of gathering data was a questionnaire that had undergone validity and reliability testing. 38 BSI KC Tasikmalaya Sutisna Senjaya employees participated in the study.

According to the study's findings: 1) Variable X1 has a favorable impact on variable Y, as shown by Y = 9.636 + 0.534X1 and a correlation coefficient of 0.563 from a basic linear regression analysis of X1. 2) With simple linear regression analysis, X2 obtained Y = 16.542 + 0.535X2 and a correlation coefficient of 0.486, indicating that variable X2 has a positive impact on variable Y. 3) Variable X3 has a positive relationship with variable Y, as shown by the equation Y = 11.516 + 0.714X3 and correlation coefficient of 0.602. 4) According to multiple regression analysis, which yielded the results Y = 7.081 + 0.268X1 + 0.017X2 + 0.474X3 with multiple correlation coefficients of Motivation variable (X1) of 0.268, Discipline variable (X2) of 0.017, and Work Environment variable (X3) of 0.474, Motivation, Discipline, and Work Environment together have a positive effect on Employee Performance. According to the determination test, the Adjusted R2 coefficient of determination is 0.407, which means that Motivation (X1), Discipline (X2), and Work Environment (X3) jointly affect Employee Performance (Y) by 40.7%, with other variables not included in this research model accounting for the remaining 59.3% of the effect. According to the findings of this study, BSI KC Tasikmalaya Sutisna Senjaya should be able to enhance and boost staff engagement, discipline, and work environment.

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