

ABSTRAK

Maesa Arum, NIM 7112210004. “Pengaruh Kepemimpinan dan Lingkungan Kerja Terhadap Disiplin Kerja Karyawan pada PT. Perkebunan Nusantara II Pabrik Gula Kwala Madu”. Skripsi Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan Tahun 2015.

Permasalahan dalam penelitian ini adalah fenomena mengenai kepemimpinan, lingkungan kerja dan disiplin kerja. Hal ini jelas menyatakan bahwa perlunya peran kepemimpinan dan lingkungan kerja di PT. Perkebunan Nusantara II Pabrik Gula Kwala Madu.

Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh kepemimpinan dan lingkungan kerja terhadap disiplin kerja karyawan pada PT. Perkebunan Nusantara II Pabrik Gula Kwala Madu. Penelitian dilakukan di PT. Perkebunan Nusantara II Pabrik Gula Kwala Madu dengan populasi 382 karyawan, sampel 114 karyawan dengan menggunakan teknik *Stratified Random Sampling*. Teknik pengumpulan data yang digunakan adalah melalui kuisisioner (angket) yang pengukurannya menggunakan skala *Likert*.

Hasil dari analisis data diperoleh persamaan regresi berganda $Y = 6,737 + 0,351 X_1 + 0,588 X_2 + 2,348$, artinya jika tidak ada variabel kepemimpinan dan lingkungan kerja maka disiplin kerja sebesar 6,737. Untuk hasil uji F variabel kepemimpinan yaitu $F_{hitung} = 65,670 > F_{tabel} = 3,08$, artinya terdapat pengaruh secara simultan antara kepemimpinan dan lingkungan kerja terhadap disiplin kerja karyawan. Sedangkan untuk hasil uji t variabel kepemimpinan yaitu $t_{hitung} = 5,514 > t_{tabel} = 1,658$, artinya terdapat pengaruh secara parsial antara kepemimpinan terhadap disiplin kerja karyawan. Hasil uji t untuk variabel lingkungan kerja yaitu $t_{hitung} = 6,667 > t_{tabel} = 1,658$, artinya terdapat secara parsial antara lingkungan kerja terhadap disiplin kerja karyawan. Selanjutnya diperoleh *R square* sebesar 54,20%, artinya bahwa variabel kepemimpinan dan lingkungan kerja mempunyai kontribusi sebesar 54,20% dalam menjelaskan variabel disiplin kerja dan sisanya 45,80% dipengaruhi oleh faktor lainnya.

Kata Kunci: Kepemimpinan, Lingkungan Kerja, Disiplin Kerja.

ABSTRACT

Maesa Arum, NIM 7112210004. "The Influence of Leadership and Work Environment to Work Discipline Employees at PT. Nusantara plantation Sugar Factory at Kwala Madu". The Essay of Management Faculty of Economics, University of Medan in 2015.

The problems of this is a phenomenom of leadhersip, work environment and discipline employees.

This research aimed to identify and explain the leadership and work environment to discipline employees at PT. Nusantara plantation Sugar Factory at Kwala Madu. This research was conducted at PT. Nusantara plantation Sugar Factory at Kwala Madu with a population of 382 employees, the sample amounted to 114 employees with used the formula is *Stratified Random Sampling*. Data collection techniques used is through questionnaires (questionnaire) that the measurement using an *Likert* scale.

The result of cost analyzed used, we obtain a multiple regression equation $Y = 6.737 + 0.351 + 0.588 + 2.348$. it's means if nothing leadership variable and work environment variable, so that work dicipline is 6,737. To test the overall hypothesis, F test is the results of F 65.670 and F table 3.08. If $F_{count} > F_{table}$, then it means that H_0 is rejected and H_a accepted. This means that there is a positive and significant effect simultaneously between leadership and disciplined work environment for employees. The partial effect of leadership variable t test, t count 5.514 and ttable 1.658. If $t_{count} > t_{table}$, then it means that H_0 is rejected and H_a accepted. This means that there is a positive and significant effect partially between the leadership of the discipline of. T values for the working environment variables t_{count} 6.667 and t_{table} 1.658. If $t_{count} > t_{table}$, then it means that H_0 is rejected and H_a accepted. This means that there is a positive and significant effect partially between the working environment of the discipline of employees. Next, we obtained coefficient of R square is 54,20% which means that the variable leadership and work environment have account is 54,20% in explaining dependent variable is performance and the remaining 48,50% described for the other variable.

Keywords: Leadership, Work Environment, Work Discipline.