

## ABSTRAK

**Trironanti Sigalingging NIM 7152210013. Pengaruh Lingkungan Kerja Fisik dan Disiplin Kerja Terhadap Kinerja Pegawai Di Kantor Badan Pengelolaan Pajak dan Retribusi Daerah (BP2RD) UPT Medan Utara. Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan 2019.**

Penelitian ini untuk bertujuan untuk mengetahui pengaruh variabel Lingkungan Kerja Fisik dan Disiplin Kerja Terhadap Kinerja Pegawai di Kantor Badan Pengelolaan Pajak dan Retribusi Daerah (BP2RD) UPT Medan Utara. Jumlah populasi dalam penelitian ini sebanyak 80 orang pegawai dan menggunakan total sampling dalam teknik pengambilan sampel sebanyak jumlah populasi, yaitu 80 orang pegawai. Teknik pengumpulan data dalam penelitian ini dilakukan dengan cara menyebarkan angket yang pengukurannya dengan skala ordinal dan diolah secara statistik menggunakan analisis regresi berganda dan pengujian hipotesis uji t, uji f, dan koefisien determinasi dan uji asumsi klasik. Pengolahan data menggunakan SPSS 23.0 *for windows*.

Berdasarkan hasil pengolahan data dengan menggunakan uji statistik. Uji parsial diperoleh bahwa lingkungan kerja fisik berpengaruh secara positif dan signifikan terhadap kinerja pegawai. Disiplin Kerja berpengaruh secara positif dan signifikan terhadap kinerja pegawai di Kantor Badan Pengelolaan Pajak dan Retribusi Daerah (BP2RD) UPT Medan Utara dengan nilai signifikan lebih kecil dari 0,05. Hasil simultan diperoleh variabel lingkungan kerjafisikdandisiplinkerja secara simultan berpengaruh secara positif dan signifikan terhadap Kinerja Pegawai di Kantor Badan Pengelolaan Pajak dan Retribusi Daerah (BP2RD) UPT Medan Utara dengan nilai R square = 0,289 yang artinya variabel lingkungan kerja fisik dan disiplin kerja menjelaskan pengaruh kinerja pegawai sebesar 28,9% dan sisanya 71,1% dijelaskan oleh variabel-variabel lain diluar model penelitian ini.

Kesimpulan dalam penelitian ini adalah lingkungan kerja fisik dan disiplin kerja berpengaruh secara positif dan signifikan terhadap Kinerja Pegawai di Kantor Badan Pengelolaan Pajak dan Retribusi Daerah (BP2RD) UPT Medan Utara.

**Kata Kunci : Lingkungan Kerja Fisik, Disiplin Kerja, Kinerja**



## ABSTRACT

**Trironanti Sigalingging NIM 7152210013. Effect of physical work environment and work discipline on the performance of employees in the Office of Tax Management and regional retribution (BP2RD) UPT Medan Utara. Thesis of Management department, Faculty of Economics, State University of Medan 2019.**

This research aims to determine the influence of the variables of physical work environment and working discipline on the employee's performance in the Office of Tax Management and regional retribution (BP2RD) UPT Medan Utara. The number of population in this study was 80 employees and used the total sampling in the population sampling techniques, which were 80 employees. The data collection techniques in this study were conducted by spreading a poll that resized with ordinal scale and processed statistically using multiple regression analysis and testing of T-Test hypothesis, F-test, and coefficient of determination and Classic assumption Test. Data processing using SPSS 23.0 for Windows.

Based on the results of the data processing using the statistical test acquired the study regression model.. A partial test was obtained that the physical work environment was positively and significantly influential on employee performance. The working discipline positively and significantly affects the performance of employees in the office of the Tax Management and regional levy (BP2RD) UPT Medan Utara with a significant value smaller than 0.05. Simultaneous results obtained that a variable of physical work environment and work discipline simultaneously affects positively and significantly towards employee performance at the office of the Tax Management and regional retribution ( BP2RD) UPT Medan Utara with a value of R square = 0.289 which means the variable of physical work environment and work discipline explains the impact of employee performance by 28.9% and the remaining 71.1% is explained by other variables outside of this research model.

Conclusion in this study is a physical work environment and work discipline positively and significantly to the performance of officers in the Office of the Government Tax management and regional levy (BP2RD) UPT Medan Utara.

**Keywords: physical work environment, work discipline, performance**

