

## ABSTRAK

**Frans Jonathan Gultom, NIM 7163210030 “Pengaruh Pelatihan dan Lingkungan Kerja Fisik Terhadap Disiplin Kerja Perawat di RSUD Dr RM. Djoelham Binjai”. Skripsi Jurusan Manajemen, Fakultas Ekonomi, Universitas Negeri Medan, Tahun 2021.**

Penelitian ini bertujuan untuk mengetahui pengaruh pelatihan dan lingkungan kerja fisik terhadap disiplin kerja perawat di RSUD Dr RM Djoelham Binjai. Populasi dalam penelitian ini sebanyak 267 orang karyawan dan menggunakan *Probability Sampling* sebanyak 160 orang responden.

Teknik pengumpulan data yang digunakan adalah melalui observasi dan angket (kuesioner) yang pengukurannya dengan skala likert dan diolah secara statistik menggunakan analisis regresi linear berganda dan pengujian hipotesis uji  $t$ , dan koefisien determinan yang sebelumnya data telah diuji menggunakan uji validitas, uji reliabilitas dan uji asumsi klasik. Pengolahan data menggunakan program *SPSS 21.0 for windows*.

Hasil ini menunjukkan bahwa Pelatihan tidak berpengaruh terhadap Disiplin Kerja perawat di RSUD Dr RM Djoelham Binjai dengan nilai  $t_{hitung} = -490$  dan lingkungan kerja fisik berpengaruh terhadap disiplin kerja perawat di RSUD Dr RM Djoelham Binjai nilai  $t_{hitung} = 3,724$ . Hal ini menunjukkan bahwa secara uji parsial variabel pelatihan tidak berpengaruh signifikan terhadap disiplin kerja perawat.

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

## **ABSTRACT**

**Frans Jonathan Gultom, NIM 7163210030 “The Effect of Training and Physical Work Environment on Work Discipline for Nurses at RSUD Dr. RM. Djoelham Binjai”. Thesis, Department of Management, Faculty of Economics, State University of Medan, 2021.**

*This study aims to determine the effect of training and physical work environment on the work discipline of nurses in Dr. RM Djoelham Binjai. The population in this study were 267 employees and using Probability Sampling as many as 160 respondents.*

*The data collection techniques used were observation and questionnaires which were measured using a Likert scale and statistically processed using multiple linear regression analysis and t-test hypotheses, as well as the determinant coefficient that had previously been tested data using validity, reliability and assumptions. test. classic. Data processing using SPSS 21.0 for windows.*

*The results of this study indicate that training has no effect on the work discipline of nurses at Dr. RM Djoelham Binjai with a value of  $t = -490$  and the physical work environment has an effect on work discipline. Nurse Dr. RM Djoelham Binjai with  $t_{count} = 3,724$ . This shows that the partial test of the training variable has no effect on the work discipline of nurses.*

**Keywords:** *Training, Physical Work Environment, Work Discipline*