

ABSTRAK

Manajemen dan sumber daya manusia merupakan satu kesatuan yang saling terkait dan tidak dapat dipisahkan. SDM merupakan pilar utama penggerak organisasi. Adanya gerakan pembentukan citra good governance corporate merupakan salah satu upaya untuk meningkatkan produktifitas kerja karyawan sebagai salah satu abdi dalam masyarakat. Penelitian ini bertujuan untuk mengupas lebih mendalam mengenai pentingnya disiplin kerja, lingkungan kerja, dan komitmen organisasi yang bermuatan positif dalam suatu organisasi pemerintah demi menunjang peningkatan kinerja SDM itu sendiri. Penelitian dilakukan di Dinas Pertanahan Kabupaten Malang. Menggunakan metode penelitian korelasional dan pengumpulan data melalui angket. Perhitungan hasil penelitian menggunakan metode regresi linier berganda. Hasil penelitian membuktikan kebenaran hipotesis bahwa terdapat pengaruh signifikan secara parsial antara variabel disiplin kerja, lingkungan kerja, dan komitmen organisasi terhadap kinerja karyawan. Serta terdapat pengaruh signifikan secara simultan antara variabel disiplin kerja, lingkungan kerja, komitmen organisasi terhadap kinerja karyawan dengan hasil $F\text{-hitung} = 21.289 \leq F\text{-Tabel} = 3.27$ pada Dinas Pertanahan Kabupaten Malang.

Kata Kunci: Disiplin Kerja, Lingkungan Kerja, Komitmen Organisasi, Kinerja Karyawan

ABSTRACT

Management and human resources are a unit that is interrelated and inseparable. HR is the main pillar of the organization's drive. The movement of the image formation of corporate good governance is one of the efforts to increase employee productivity as one of the servants in society. This study aims to explore more deeply the importance of work discipline, work environment, and positively charged organizational commitment in a government organization to support the improvement of HR performance itself. The research was conducted at the Land Office of Malang Regency. Using correlational research methods and data collection through questionnaires. Calculation of research results using multiple linear regression methods. The results of the study prove the truth of the hypothesis that there are significant partial effects between the variables of work discipline, work environment, and organizational commitment to employee performance. And there is a simultaneous significant influence between the variables of work discipline, work environment, organizational commitment to employee performance with the results of $F_{count} = 21,289 \leq F_{Table} = 3.27$ in the Department of Land of Malang Regency.

Keywords: Work Discipline, Work Environment, Organizational Commitment, Employee Performance