

ABSTRAK

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Pengaruh Lingkungan Kerja, Pendidikan dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT. Adaro Energy, Tbk dan Tinjauannya Dari Sudut Pandang Islam.

103 halaman + xvi halaman + 24 tabel + 3 gambar + 5 lampiran

Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh Lingkungan kerja, Pendidikan dan Disiplin Kerja Terhadap Kinerja Karyawan. Penelitian ini di desain sebagai penelitian eksplanatori. Responden penelitian adalah karyawan PT. Adaro Energy, Tbk dengan jumlah responden 52 orang. Data dikumpulkan dengan metode *survey* dengan instrumen kuesioner. Metode analisis yang digunakan yaitu analisis regresi berganda, uji t (partial) dan uji f (simultan).

Hasil penelitian menunjukkan bahwa: (1) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (2) pendidikan berpengaruh positif namun tidak signifikan terhadap kinerja karyawan. (3) disiplin berpengaruh positif namun tidak signifikan terhadap kinerja karyawan. (4) Secara simultan seluruh variable independen memiliki pengaruh signifikan terhadap kinerja karyawan.

Menurut pandangan Islam, pengaruh lingkungan kerja, pendidikan, dan disiplin kerja terhadap kinerja karyawan PT. Adaro Energy Tbk berpengaruh positif terhadap kinerja karyawan dan sejalan dengan prinsip nilai islam.

Kata Kunci: lingkungan kerja, pendidikan, disiplin kerja, kinerja karyawan.

ABSTRACT

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The Effect of Work Environment, Education and Work Discipline on Employee Performance at PT. Adaro Energy, Tbk and its review from an Islamic perspective.

103 pages + xvi pages + 24 tables + 3 picture + 5 attachments

Abstract

This study aims to determine the effect of the work environment, education and work discipline on employee performance. This research was designed as an explanatory research. Research respondents were employees of PT. Adaro Energy, Tbk with 52 respondents. Data collected by survey method with questionnaire instrument. The analytical method used is multiple regression analysis, t test (partial) and f test (simultaneous).

The results showed that: (1) the work environment had a positive and significant effect on employee performance. (2) education has a positive but not significant effect on employee performance. (3) discipline has a positive but not significant effect on employee performance. (4) Simultaneously all independent variables have a significant influence on employee performance.

According to the Islamic view, the orientation of the work environment, education, and work discipline to the performance of the employees of PT. Adaro Energy Tbk is positive on employee performance and in accordance with the principles of Islamic values.

Keywords: *work environment, education, work discipline, employee performance.*