

## ABSTRAK

Rita Ardiyanti,2022 : Kualitas Sumber Daya Manusia Lingkungan Kerja dan Disiplin Kerja terhadap Kinerja Karyawan

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dan Drs. Muhammad Idris D.M.,M.M.M.Si.

Penelitian ini bertujuan untuk menjelaskan Kualitas Sumber Daya Manusia, Lingkungan kerja dan Disiplin Kerja Terhadap Kinerja Karyawan. Populasi didalam penelitian ini adalah 30 orang karyawan Di PT Maulana Mitra Media Tanjung Balai Karimun. Pengambilan sampel dengan teknik jenuh, maka jumlah sampel sebanyak 30 karyawan. Jenis penelitian ini adalah penelitian kuantitatif. Pada kuesioner dilakukan test validitas dan reliabilitas. Data dianalisis menggunakan analisis regresi linear berganda, termasuk uji t, uji F, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa secara parsial variabel Kualitas Sumber Daya Manusia (X1), Lingkungan Kerja (X2), Disiplin Kerja (X3) terhadap Kinerja Karyawan (Y). Hasil uji F diperoleh nilai Fhitung 16, 566 dengan nilai Ftabel 2.980 mengidentifikasi bahwa variabel Kualitas Sumber Daya Manusia (X1), Lingkungan Kerja (X2), Disiplin Kerja (X3) secara simultan berpengaruh signifikan terhadap variabel Kinerja Karyawan (Y). Berdasarkan uji koefisien determinasi, sekitar 61,7 % variabel Kinerja Karyawan dipengaruhi oleh variabel Kualitas Sumber Daya Manusia. Lingkungan Kerja dan Disiplin Kerja. Sisanya 0,383% dipengaruhi oleh faktor lainnya yang tidak dijelaskan dalam penelitian ini.

**Kata Kunci :** Kualitas Sumber Daya Manusia, Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan.

## ABSTRACT

Rita Ardiyanti, 2022: *Quality of Human Resources, Work Environment and Work Discipline on Employee Performance*  
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This study aims to explain the quality of human resources, work environment and work discipline on employee performance. The population in this study were 30 employees at PT Maulana Mitra Media Tanjung Balai Karimun. Sampling with the saturated technique, the number of samples as many as 30 employees. This type of research is quantitative research. The questionnaire was tested for validity and reliability. Data were analyzed using multiple linear regression analysis, including t test, F test, and coefficient of determination. The results showed that partially the variables of Human Resource Quality (X1), Work Environment (X2), Work Discipline (X3) on Employee Performance (Y). The results of the F test obtained that the value of Fcount 16, 566 with a value of Ftable 2,980 identifies that the variables of Human Resources Quality (X1), Work Environment (X2), Work Discipline (X3) simultaneously have a significant effect on the Employee Performance variable (Y). Based on the coefficient of determination test, about 61.7% of the Employee Performance variable is influenced by the Human Resources Quality variable. Work Environment and Work Discipline. The remaining 0.383% is influenced by other factors not described in this study.

**Keywords:** *Quality of Human Resources, Work Environment and Work Discipline on Employee Performance.*