

## ABSTRAK

### PENGARUH DISIPLIN KERJA, KOMPENSASI DAN LINGKUNGAN KERJA NON FISIK TERHADAP KINERJA PEGAWAI DI DINAS KEPENDUDUKAN DAN PENCATATAN SIPIL KABUPATEN KARANGANYAR

Lidya Dwi Marfiani  
2016514444

[lidyadwimarfiani31@gmail.com](mailto:lidyadwimarfiani31@gmail.com)

Tujuan dari penelitian ini untuk mengetahui pengaruh Disiplin Kerja, Kompensasi dan Lingkungan Kerja Non Fisik terhadap Kinerja Pegawai di Dinas Kependudukan dan Pencatatan Sipil Kabupaten Karanganyar. Penelitian ini menggunakan metode kuesioner terhadap 47 orang pegawai. Teknik metode analisis dalam penelitian ini terdiri dari pengujian instrumen yang terdiri dari uji validitas dan uji reliabilitas, uji asumsi klasik, analisis linier berganda, uji t, uji F dan uji  $R^2$ . Hasil uji t menunjukkan bahwa Disiplin Kerja berpengaruh signifikan terhadap Kinerja Pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Karanganyar, sedangkan Kompensasi dan Lingkungan Kerja Non Fisik berpengaruh tidak signifikan terhadap Kinerja Pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Karanganyar. Hasil uji F menunjukkan bahwa terdapat pengaruh yang signifikan antara Disiplin Kerja, Kompensasi dan Lingkungan Kerja Non Fisik secara serempak terhadap Kinerja Pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Karanganyar. Hasil uji *Adjusted R Square* diketahui bahwa Disiplin Kerja, Kompensasi dan Lingkungan Kerja Non Fisik mampu menjelaskan sebesar 12,8% terhadap Kinerja Pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Karanganyar, sedangkan sisanya sebesar 87,2% dipengaruhi oleh faktor lain yang tidak diteliti.

**Kata Kunci :** *Kinerja Pegawai, Disiplin Kerja, Kompensasi, Lingkungan Kerja Non Fisik*

## ABSTRACT

### THE EFFECT OF WORK DISCIPLINE, COMPENSATION AND NON PHYSICAL WORK ENVIRONMENT TO EMPLOYEE PERFORMANCE IN THE POPULATION AND CIVIL REGISTRATION OF KARANGANYAR REGENCY

**Lidya Dwi Marfiani**

**2016514444**

[lidyadwimarfiani31@gmail.com](mailto:lidyadwimarfiani31@gmail.com)

The purpose of this study was to determine the effect of Work Discipline, Compensation and Non-Physical Work Environment on Employee Performance in the Population and Civil Registration Office of Karanganyar Regency. This study uses a questionnaire method of 47 employees. The analysis method in this research consisted of testing instruments consisting of validity and reliability tests, classic assumption tests, multiple linear analyzes, t tests, F tests and R2 tests. The t test results showed that Work Discipline had a significant effect on the Karanganyar Regency's Population and Civil Registry Service Employee Performance, while Compensation and Non-Physical Work Environment had no significant effect on the Karanganyar Regency's Population and Civil Registration Service Employee Performance. F test results show that there is a significant influence between Work Discipline, Compensation and Non-Physical Work Environment simultaneously on the Performance of Employees in the Population and Civil Registration Office of Karanganyar Regency. The Adjusted R Square test results found that Work Discipline, Compensation and Non-Physical Work Environments were able to explain 12.8% of Employee Performance in the Karanganyar Regency Population and Registry Office, while the remaining 87.2% was influenced by other factors not examined.

**Keywords :** *Employee Performance, Work Discipline, Compensation, Non-Physical Work Environment*