

Muhammad Zainal Abidin, 13312108, **Pengaruh Disiplin Kerja, Lingkungan Kerja Serta Pendidikan Dan Pelatihan Terhadap Kinerja Karyawan Di Bagian Direktorat Keuangan Di PT Varia Usaha**, Manajemen, Fakultas Ekonomi, Universitas Muhammadiyah Gresik, Juli, 2017.

## ABSTRAKSI

Penelitian ini bertujuan untuk melakukan pengujian pengaruh disiplin kerja, lingkungan kerja serta pendidikan dan pelatihan terhadap kinerja. Jumlah sampel dalam penelitian ini 65 orang karyawan di bagian direktorat keuangan di PT Varia Usaha. Dengan teknik pengambilan sampel *Probability Sampling* jenis *Proportionate Stratified Random Sampling*. Analisis data yang digunakan adalah analisis regresi linier berganda.

Hasil penelitian ini menyimpulkan bahwa hasil pengujian secara simultan disiplin kerja, lingkungan kerja serta pendidikan dan pelatihan berpengaruh signifikan terhadap kinerja. Hasil pengujian secara parsial disiplin kerja berpengaruh signifikan terhadap kinerja, lingkungan kerja juga berpengaruh signifikan terhadap kinerja serta pendidikan dan pelatihan berpengaruh signifikan terhadap kinerja.

Kata kunci : Disiplin Kerja, Lingkungan Kerja, Pendidikan dan Pelatihan, Kinerja

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### **ABSTRACTION**

*This research has a purpose to test the influence of work discipline, Work environment and education and training on performance. Number of samples in this study 65 employees at the directorate financial PT Varia Usaha. By sampling technique probability sampling type proportionate stratified random sampling. Data analysis used is multiple linear regression analysis.*

*The results of this study concluded that the simultaneous test results of work discipline, work environment and education and training have a significant effect on performance. The result of partial test of work discipline has a significant effect on performance, Work environment also have a significant effect on performance and education and training have a significant effect on performance.*

*Keywords: Work Discipline, Work Environment, Education and Training, Performance*