

## ABSTRAK

**Rizki Ameilia Pohan, NPM : 71210312032, Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Dosen di Fakultas Ekonomi dan Bisnis Universitas Islam Sumatera Utara, Dr.Supriadi.,S.E.,M.M.,M.Si sebagai pembimbing I dan Neni Sri Wahyuni.S.E.,MM sebagai pembimbing II, Skripsi : 2025.**

Rumusan masalah dalam penelitian ini adalah bagaimana pengaruh lingkungan kerja terhadap kinerja dosen, bagaimana pengaruh disiplin kerja terhadap kinerja dosen, bagaimana pengaruh lingkungan kerja dan disiplin kerja terhadap kinerja dosen. Sampel dalam penelitian ini sama dengan populasi yaitu 50 orang dosen di Fakultas Ekonomi dan Bisnis Universitas Islam Sumatera Utara, dengan teknik penarikan sampel secara total sampling atau metode sensus. Berdasarkan hasil pengujian dan analisis menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja dosen, disiplin kerja berpengaruh positif dan signifikan terhadap kinerja dosen, lingkungan kerja dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja dosen.

Kata Kunci : Lingkungan Kerja, Disiplin Kerja, Kinerja Dosen

## ABSTRACT

**Rizki Ameilia Pohan, NPM : 71210312032, The Influence of the Work Environment and Work Discipline on the Performance of Lecturers at the Faculty of Economics and Business, Islamic University of North Sumatra, Dr.Supriadi.,S.E.,M.M.,M.Si as supervisor I and Neni Sri Wahyuni.S.E.,MM as supervisor II, Thesis : 2025.**

The formulation of the problem in this research is how the work environment influences lecturer performance, how work discipline influences lecturer performance, how the work environment and work discipline influence lecturer performance. The sample in this study is the same as the population, namely 50 lecturers at the Faculty of Economics and Business, Islamic University of North Sumatra, with a total sampling technique or census method. Based on the test results and analysis, it shows that the work environment has a positive and significant effect on lecturer performance, work discipline has a positive and significant effect on lecturer performance, the work environment and work discipline have a positive and significant effect on lecturer performance.

Keywords: Work Environment, Work Discipline, Lecturer Performance