

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh fasilitas kerja dan disiplin kerja terhadap kepuasan kerja pegawai di Dinas Cipta Karya dan Tata Ruang Kabupaten Deli Serdang. Populasi penelitian terdiri atas seluruh pegawai yang bekerja pada instansi tersebut, berjumlah 125 orang. Sampel penelitian sebanyak 96 responden ditentukan menggunakan rumus Slovin. Data penelitian merupakan data primer yang diperoleh melalui penyebaran kuesioner berbasis skala Likert menggunakan *Google Form*. Analisis data dilakukan dengan bantuan perangkat lunak IBM SPSS versi 25. Hasil penelitian menunjukkan bahwa fasilitas kerja tidak berpengaruh signifikan terhadap kepuasan kerja pegawai. Sebaliknya, disiplin kerja berpengaruh signifikan terhadap kepuasan kerja pegawai di Dinas Cipta Karya dan Tata Ruang Kabupaten Deli Serdang.

Kata Kunci : Fasilitas Kerja, Disiplin Kerja, Kepuasan Kerja

ABSTRACT

This study aims to analyze the influence of work facilities and work discipline on employee job satisfaction at the Office of Public Works and Spatial Planning (Dinas Cipta Karya dan Tata Ruang) of Deli Serdang Regency. The population in this research consists of all employees working in the institution, totaling 125 individuals. A sample of 96 respondents was determined using the Slovin formula. The research data were obtained from primary sources through a Likert-scale questionnaire distributed via Google Forms. Data analysis was conducted using IBM SPSS version 25. The findings indicate that work facilities do not have a significant effect on employee job satisfaction. In contrast, work discipline has a significant effect on employee job satisfaction at the Office of Public Works and Spatial Planning of Deli Serdang Regency.

Keywords: work facilities, work discipline, job satisfaction