ABSTRAK

Shafa Radhwa Adhawiyah, NPM: 71220312059, Pengaruh Disiplin Kerja dan Lingkungan Kerja Terhadap Motivasi Kerja Guru di Yayasan Pendidikan Nurul Hasanah Kecamatan Percut Sei Tuan Kabupaten Deli Serdang. Dibimbing oleh : Ibu Dr. Sri Gustina Pane, S.E.,M.Si. sebagai pembimbing I dan Bapak Dr. Aminuddin, S.Kom.,S.E.,M.Si. sebagai pembimbing II. Skripsi, 2026.

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh disiplin kerja dan lingkungan kerja terhadap motivasi kerja guru di Yayasan Pendidikan Nurul Hasanah Kecamatan Percut Sei Tuan Kabupaten Deli Serdang. Penelitian ini menggunakan pendekatan kuantitatif dengan teknik pengambilan sampel total sampling, yaitu melibatkan seluruh guru yang berjumlah 61 orang. Pengumpulan data dilakukan melalui kuesioner (angket) menggunakan skala interval. Teknik analisis data meliputi uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi linier berganda, serta uji hipotesis yang mencakup uji parsial (uji t), uji simultan (uji F), dan uji koefisien determinasi (R^2). Hasil penelitian menunjukkan bahwa disiplin kerja berpengaruh positif dan signifikan terhadap motivasi kerja guru. Selanjutnya, lingkungan kerja juga berpengaruh positif dan signifikan terhadap motivasi kerja guru. Secara simultan, disiplin kerja dan lingkungan kerja berpengaruh positif dan signifikan terhadap motivasi kerja guru. Koefisien determinasi menunjukkan bahwa variabel disiplin kerja dan lingkungan kerja memberikan kontribusi sebesar 65,4% terhadap motivasi kerja guru, sedangkan sisanya 34,6% dipengaruhi oleh faktor lain di luar penelitian.

Kata kunci: Disiplin Kerja, Lingkungan Kerja, Motivasi Kerja

ABSTRACT

Shafa Radhwa Adhawiyah, Student ID: 71220312059, The Effect of Work Discipline and Work Environment on Teacher Work Motivation at Nurul Hasanah Educational Foundation, Percut Sei Tuan District Deli Serdang Regency. Supervised by: Dr. Sri Gustina Pane, S.E., M.Si. as the first supervisor and Dr. Aminuddin, S.Kom., S.E., M.Si. as the second supervisor. Thesis, 2026.

This study aims to identify and analyze the influence of work discipline and work environment on teachers' work motivation at the Nurul Hasanah Education Foundation in Percut Sei Tuan Subdistrict, Deli Serdang Regency. This study employs a quantitative approach using total sampling, involving all 61 teachers. Data collection was conducted via a questionnaire using an interval scale. Data analysis techniques included validity and reliability tests, classical assumption tests, multiple linear regression analysis, and hypothesis testing, which encompassed partial tests (t-test), simultaneous tests (F-test), and the coefficient of determination test (R^2). The results of the study indicate that work discipline has a positive and significant effect on teachers' work motivation. Furthermore, the work environment also has a positive and significant effect on teachers' work motivation. Simultaneously, work discipline and the work environment have a positive and significant effect on teachers' work motivation. The coefficient of determination indicates that the variables of work discipline and the work environment contribute 65.4% to teachers' work motivation, while the remaining 34.6% is influenced by other factors outside the scope of this study.

Keywords: Work Discipline, Work Environment, Work Motivation