

ABSTRAK

Penelitian ini dilakukan di Organisasi Corps Alumni Hang Tuah Lima Surabaya Di Politeknik Pelayaran Surabaya dengan tujuan untuk (1) mengkaji dan menganalisis pengaruh lingkungan kerja, disiplin kerja dan kepemimpinan secara simultan terhadap kinerja karyawan pada Organisasi Corps Alumni Hang Tuah Lima Surabaya Di Politeknik Pelayaran Surabaya, (2) mengkaji dan menganalisis pengaruh lingkungan kerja, disiplin kerja dan kepemimpinan secara parsial terhadap kinerja karyawan pada Organisasi Corps Alumni Hang Tuah Lima Surabaya Di Politeknik Pelayaran Surabaya, (3) mengkaji dan menganalisis diantara variabel lingkungan kerja, disiplin kerja dan kepemimpinan, variabel manakah yang berpengaruh dominan terhadap kinerja karyawan pada Organisasi Corps Alumni Hang Tuah Lima Surabaya Di Politeknik Pelayaran Surabaya. Sampel dalam penelitian ini sebanyak 36 orang. Teknik pengumpulan data menggunakan kuisioner dengan skala Likert; dan metode analisis menggunakan analisis regresi linier berganda.

Berdasarkan hasil analisis dengan menggunakan metode regresi linear berganda didapatkan upaya untuk meningkatkan kinerja karyawan antara lain (1) Pimpinan Organisasi Corps Alumni Hang Tuah Lima Surabaya di Politeknik Pelayaran Surabaya terus meningkatkan kedisiplinan karyawannya dalam bekerja seperti berangkat tepat waktu, menyelesaikan pekerjaan tepat waktu, tidak melakukan aktivitas lain saat bekerja, tidak sering izin tidak masuk kerja, dan menaati tata tertib organisasi karena terbukti disiplin kerja mampu meningkatkan kinerja karyawan, (2) Organisasi Corps Alumni Hang Tuah Lima Surabaya di Politeknik Pelayaran Surabaya terus berusaha menciptakan lingkungan kerja yang lebih baik, aman dan nyaman, serta menerapkan Sistem Keselamatan Dan Kesehatan Kerja (SMK3) sehingga karyawan bisa bekerja dengan tenang, aman, nyaman dan kesehatannya terjaga, (3) Pimpinan Organisasi Corps Alumni Hang Tuah Lima Surabaya di Politeknik Pelayaran Surabaya tetap menerapkan kepemimpinan yang sudah baik, yang mampu mengayomi karyawan sehingga karyawan merasa terayomi dan mempunyai panutan yang baik dan dapat diandalkan, (4) Pimpinan Organisasi Corps Alumni Hang Tuah Lima Surabaya di Politeknik Pelayaran Surabaya menerapkan *reward* dan *punishment*, dimana karyawan yang sangat disiplin berhak mendapatkan reward dari organisasi, sedangkan karyawan yang melakukan pelanggaran disiplin kerja akan mendapatkan *punishment* dari organisasi. Dengan demikian diharapkan disiplin kerja akan meningkat, (5) Pimpinan Organisasi Corps Alumni Hang Tuah Lima Surabaya di Politeknik Pelayaran Surabaya secara berkala (setiap tiga bulan) memilih karyawan terbaik dan diberikan penghargaan berupa bonus sehingga akan memacu karyawan lainnya untuk meningkatkan prestasinya (kinerjanya).

Kata-kata kunci : lingkungan kerja, disiplin kerja, kepemimpinan, kinerja karyawan.

ABSTRACT

This research was conducted at the Organization of Corps Alumni Hang Tuah Lima Surabaya at the Surabaya Merchant Marine Polytechnic with the aim of (1) studying and analyzing the influence of the work environment, work discipline and leadership simultaneously on employee performance at the Organization of Corps Alumni Hang Tuah Lima Surabaya at the Surabaya Merchant Marine Polytechnic, (2) to examine and analyze the influence of the work environment, work discipline and leadership partially on employee performance at the Organization of Corps Alumni Hang Tuah Lima Surabaya at the Surabaya Merchant Marine Polytechnic, (3) examine and analyze the variables of work environment, work discipline and leadership, which variables which has a dominant effect on employee performance at the Organization of Corps Alumni Hang Tuah Lima Surabaya at the Surabaya Merchant Marine Polytechnic. The sample in this research were 36 people. The data collection technique used a questionnaire with a Likert scale; and the method of analysis using multiple linear regression analysis.

Based on the results of the analysis using the multiple linear regression method, there are efforts to improve employee performance, among others there is an effort to improve (1) The Head of the Organization of Corps Alumni Hang Tuah Lima Surabaya at the Surabaya Merchant Marine Polytechnic continues to improve employee discipline at work such as coming on time, completing work on time, not doing other activities while working, not often permit absent work, and obey organizational rules because work discipline is proven to be able to improve employee performance, (2) the Organization of Corps Alumni Hang Tuah Lima Surabaya at the Surabaya Merchant Marine Polytechnic continues to strive to create a better, safer and more comfortable work environment, and implementing the Occupational Safety and Health System (SMK3) so that employees can work calmly, safely, comfortably and in good health, (3) The Head of the Organization of Corps Alumni Hang Tuah Lima Surabaya at the Surabaya Merchant Marine Polytechnic continues to apply good leadership, which is able to protect employees so that employees feel protected and have a good and reliable role model, (4) The Head of the Organization of Corps Alumni Hang Tuah Lima Surabaya at the Surabaya Merchant Marine Polytechnic gives rewards and punishments, where employees who are very disciplined are entitled to reward from the organization, while employees who violate work discipline will get punishment from the organization. Thus it is hoped that work discipline will increase, (5) The Head of the Hang Tuah Lima Surabaya Alumni Corps Organization at the Surabaya Shipping Polytechnic at periodically (every three months) chooses the best employees and is given an reward in the form of a bonus so that it will spur other employees to improve their performance.

Key words: work environment, work discipline, leadership, employee performance