

PENGARUH *SHIFT* KERJA, DISIPLIN KERJA, DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN BAGIAN PRODUKSI PT. MEGA ANDALAN PLASTIK INDUSTRI

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui Pengaruh *Shift* kerja, Disiplin Kerja, dan Lingkungan Kerja Terhadap Kinerja Karyawan Bagian Produksi PT. Mega Andalan Plastik Industri. Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian kuantitatif. Pada penelitian ini populasinya adalah karyawan bagian produksi PT. Mega Andalan Plastik Industri yang berjumlah 46 orang. Metode pengambilan sampel yang digunakan adalah teknik sensus. Hasil penelitian menunjukkan bahwa *Shift* Kerja berpengaruh positif terhadap Kinerja Karyawan berdasarkan $t_{hitung} (2,364) > t_{tabel} (2,014)$ dan $Sig. (0,023) < \alpha (0,05)$, sehingga Ha1 yaitu “*Shift* Kerja berpengaruh positif secara signifikan terhadap kinerja karyawan bagian produksi PT. Mega Andalan Plastik Industri” adalah diterima. Hasil penelitian menunjukkan bahwa Disiplin Kerja berpengaruh positif terhadap Kinerja Karyawan berdasarkan $t_{hitung} (2,113) > t_{tabel} (2,014)$ dan $Sig. (0,041) < \alpha (0,05)$., sehingga Ha2 yaitu “Disiplin Kerja berpengaruh positif secara signifikan terhadap kinerja karyawan bagian produksi PT. Mega Andalan Plastik Industri” adalah diterima. Hasil penelitian menunjukkan bahwa Lingkungan Kerja berpengaruh positif terhadap Kinerja Karyawan berdasarkan $t_{hitung} (2,145) > t_{tabel} (2,014)$ dan $Sig. (0,038) < \alpha (0,05)$, sehingga Ha3 yaitu “Lingkungan Kerja berpengaruh positif secara signifikan terhadap kinerja karyawan bagian produksi PT. Mega Andalan Plastik Industri” adalah diterima. Hasil penelitian menunjukkan bahwa *Shift* Kerja, Disiplin Kerja, dan Lingkungan Kerja secara bersama-sama memiliki pengaruh positif terhadap Kinerja Karyawan berdasarkan $F_{hitung} (11,600) > nilai F_{tabel} (2,812)$ dan $Sig. (0,000) < \alpha (0,05)$, sehingga Ha4 yaitu “*Shift* kerja, disiplin kerja, dan lingkungan kerja secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan bagian produksi PT. Mega Andalan Plastik Industri” adalah diterima.

Kata kunci : *Shift* Kerja, Disiplin Kerja, Lingkungan Kerja, Kinerja Karyawan

THE EFFECT OF WORKSHIFT, WORK DISCIPLINE, AND WORK ENVIRONMENT ON THE PERFORMANCE OF PRODUCTION SECTOR EMPLOYEES PT. MEGA MANAGEMENT OF THE PLASTIC INDUSTRY

ABSTRACT

The purpose of this study was to determine the effect of work shifts, work discipline, and work environment on the performance of employees in the production division of PT. Mega Andalan Plastik Industri. The type of research used in this research is quantitative research. In this study the population is employees of the production division of PT. Mega Mainstay of Industrial Plastics, totaling 46 people. The sampling method used is the census technique. The results showed that work shift has a positive effect on employee performance based on $t_{count} (2,364) > t_{table} (2,014)$ and $Sig. (0.023) < (0.05)$, so that H_{a1} is "Work Shift has a significant positive effect on the performance of employees in the production division of PT. Mega Andalan Plastik Industri" is accepted. The results showed that work discipline had a positive effect on employee performance based on $t_{count} (2.113) > t_{table} (2.014)$ and $Sig. (0.041) < (0.05)$., so that H_{a2} is "Work Discipline has a significant positive effect on the performance of employees in the production division of PT. Mega Andalan Plastik Industri" is accepted. The results showed that the work environment had a positive effect on employee performance based on $t_{count} (2.145) > t_{table} (2.014)$ and $Sig. (0.038) < (0.05)$, so that H_{a3} is "Work Environment has a significant positive effect on the performance of employees in the production division of PT. Mega Andalan Plastik Industri" is accepted. The results showed that work shift, work discipline, and work environment together had a positive effect on employee performance based on $F_{count} (11.600) > F_{table} (2.812)$ and $Sig. (0.000) < (0.05)$, so that H_{a4} is "Work shift, work discipline, and work environment together have a significant effect on the performance of employees in the production division of PT. Mega Andalan Plastik Industri" is accepted.

Keywords: *Workshift, Work Discipline, Work Environment, Employee Performance*