

ABSTRAK

NORMIRANTI, NPM: 2022038, Judul " PENGARUH DISIPLIN KERJA DAN FASILITAS KERJA TERHADAP KINERJA PEGAWAI DI BADAN PENANGGULANGAN BENCANA DAERAH KABUPATEN BALANGAN" dibawah bimbingan Bapak **Dr. Jumaidi, S.Sos, M.AP., CIQnR** sebagai Pembimbing I, dan Bapak **Akhmad Berkatillah, S.Sos., MA.** sebagai Pembimbing II.

Sumber daya manusia adalah kunci keberhasilan organisasi. Kinerja pegawai yang optimal dipengaruhi oleh kedisiplinan dan ketersediaan fasilitas kerja yang memadai. Di BPBD Kabupaten Balangan, ditemukan masalah terkait ketidakkonsistenan jam kerja, sistem pengarsipan dokumen yang belum tertata, serta keterbatasan perangkat komputer yang menghambat efektivitas pelayanan. Penelitian ini bertujuan untuk menganalisis pengaruh disiplin dan fasilitas kerja, baik secara parsial maupun simultan, terhadap kinerja pegawai guna meningkatkan kualitas pelayanan publik di instansi tersebut agar lebih efisien dan tepat waktu.

Penelitian kuantitatif deskriptif ini berlokasi di BPBD Kabupaten Balangan. Populasi sekaligus sampel penelitian adalah 32 pegawai ASN menggunakan teknik total sampling. Data dikumpulkan melalui angket (skala Likert), observasi, dan dokumentasi untuk mengukur variabel Disiplin (X1), Fasilitas (X2), dan Kinerja (Y). Analisis data meliputi uji instrumen (validitas/reliabilitas), uji asumsi klasik, serta regresi linear berganda. Hipotesis diuji secara parsial (uji-t) dan simultan (uji-F) untuk menentukan pengaruh variabel independen terhadap kinerja pegawai.

Penelitian ini menganalisis pengaruh disiplin dan fasilitas kerja terhadap kinerja pegawai BPBD Kabupaten Balangan menggunakan regresi linear berganda via SPSS 25. Hasil uji t menunjukkan disiplin kerja berpengaruh positif dan signifikan ($t=6,673$; $\text{sig}=0,000\$$), sementara fasilitas kerja berpengaruh positif namun tidak signifikan ($t=3,664$; $\text{sig}=0,001 > \text{standar penelitian}$). Secara simultan, uji F membuktikan kedua variabel berpengaruh signifikan terhadap kinerja ($F=42,872$). Dengan nilai R^2 sebesar 0,550, variabel ini menjelaskan 55% variasi kinerja, di mana disiplin kerja menjadi faktor paling dominan. Disimpulkan bahwa penguatan kepatuhan aturan lebih efektif meningkatkan produktivitas dibandingkan sekadar pemenuhan fasilitas pendukung di lingkungan organisasi tersebut.

Berdasarkan hasil penelitian, disarankan agar pimpinan meningkatkan pengawasan rutin dan menerapkan sanksi tegas untuk memperkuat disiplin pegawai. Meskipun fasilitas kerja belum berpengaruh signifikan, pemeliharaan berkala tetap diperlukan demi kenyamanan kerja. Penerapan sistem *reward* dan *punishment* yang jelas sangat penting untuk memotivasi pegawai agar bekerja lebih optimal. Selain itu, pegawai diharapkan meningkatkan kesadaran diri dan etika profesional dalam menjalankan tanggung jawab. Bagi peneliti selanjutnya, disarankan untuk memperluas variabel seperti kepemimpinan atau lingkungan kerja, serta menggunakan metode wawancara agar diperoleh gambaran kinerja yang lebih komprehensif dan mendalam bagi kemajuan instansi di masa depan.

ABSTRACT

NORMIRANTI, NPM: 2022038, Title: “THE EFFECT OF WORK DISCIPLINE AND WORK FACILITIES ON EMPLOYEE PERFORMANCE AT THE BADAN PENANGGULANGAN BENCANA DAERAH KABUPATEN BALANGAN” under the guidance of **Dr. Jumaidi, S.Sos., M.AP., CIQnR** as Supervisor I, and **Mr. Akhmad Berkatillah, S.Sos., M.A.** as Supervisor II.

Human resources are key to organizational success. Optimal employee performance is influenced by discipline and the availability of adequate work facilities. At the Badan Penanggulangan Bencana Daerah Kabupaten Balangan, problems were found related to inconsistent working hours, an unorganized document filing system, and limited computer equipment that hampered service effectiveness. This study aims to analyze the influence of work discipline and facilities, both partially and simultaneously, on employee performance to improve the quality of public services in the agency to make them more efficient and timely.

This descriptive quantitative research took place at the Badan Penanggulangan Bencana Daerah Kabupaten Balangan. The population and sample of this study were 32 civil servants (ASN) using a total sampling technique. Data were collected through a questionnaire (Likert scale), observation, and documentation to measure the variables of Discipline (X1), Facilities (X2), and Performance (Y). Data analysis included instrument testing (validity/reliability), classical assumption testing, and multiple linear regression. Hypotheses were tested partially (t-test) and simultaneously (F-test) to determine the effect of independent variables on employee performance.

This study analyzed the effect of discipline and work facilities on the performance of Badan Penanggulangan Bencana Daerah Kabupaten Balangan employees using multiple linear regression via SPSS 25. The t-test results showed that work discipline had a positive and significant effect ($t = 6.673$; $\text{sig} = 0.000$), while work facilities had a positive but insignificant effect ($t = 3.664$; $\text{sig} = 0.001 > \text{research standard}$). Simultaneously, the F-test proved that both variables had a significant effect on performance ($F = 42.872$). With an R^2 value of 0.550, this variable explained 55% of the variation in performance, with work discipline being the most dominant factor. It was concluded that strengthening regulatory compliance was more effective in increasing productivity than simply providing supporting facilities within the organization.

Based on the research findings, it is recommended that leaders increase routine supervision and implement strict sanctions to strengthen employee discipline. Although work facilities have not had a significant impact, regular maintenance is still necessary for comfortable work. Implementing a clear reward and punishment system is crucial to motivate employees to perform optimally. Furthermore, employees are expected to improve their self-awareness and professional ethics in carrying out their responsibilities. Future researchers are advised to expand variables such as leadership or the work environment and utilize interview methods to obtain a more comprehensive and in-depth picture of performance for the future advancement of the institution.