

**PENGARUH DISIPLIN DAN LINGKUNGAN KERJA NON FISIK  
TERHADAP KINERJA PEGAWAI PADA UPTD SAMSAT  
MEDAN UTARA PROVINSI SUMATERA UTARA**

**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh disiplin dan lingkungan kerja non fisik terhadap kinerja pegawai pada UPTD Samsat Medan Utara. Disiplin diartikan sebagai tingkat kepatuhan pegawai terhadap aturan yang berlaku, sementara lingkungan kerja non fisik mencakup faktor – faktor sebagai hubungan antar pegawai, keharmonisan antar pegawai maupun atasan, dan komunikasi yang baik.

Penelitian ini menggunakan pendekatan kuantitatif dan jenis penelitian melalui penyebaran kuesioner kepada 65 responden. Hasil penelitian bahwa secara parsial maupun simultan variabel disiplin dan lingkungan kerja non fisik berpengaruh terhadap kinerja pegawai.

Berdasarkan hasil penelitian (Uji-t) Disiplin (X1) berpengaruh secara positif dan signifikan terhadap kinerja dengan nilai T hitung = 2,360 > T tabel = 1,998 dan mempunyai nilai signifikansi sebesar  $0,000 < 0,05$  dan Lingkungan Kerja Non Fisik secara positif dan signifikan terhadap kinerja dengan nilai T hitung = 3,140 > T tabel 1,998, dan nilai signifikansi sebesar  $0,003 < 0,05$ . Hasil penelitian ini menunjukkan bahwa disiplin (X1) dan lingkungan kerja non fisik(X2) berpengaruh secara positif dan signifikan terhadap kinerja (Y).

**Kata Kunci : Disiplin, Lingkungan Kerja Non Fisik dan Kinerja**

**THE INFLUENCE OF DISCIPLINE AND NON-PHYSICAL WORK  
ENVIRONMENT ON EMPLOYEE PERFORMANCE AT UPTD  
SAMSAT MEDAN UTARA NORTH SUMATRA PROVINCE**

**ABSTRACT**

*This research aims to determine the influence of discipline and non-physical work environment on employee performance at UPTD Samsat North Medan. Discipline is defined as the level of employee compliance with applicable rules, while the non-physical work environment includes factors such as relationships between employees, harmony between employees and superiors, and good communication.*

*This research uses a quantitative approach and this type of research involves distributing questionnaires to 65 respondents. The research results show that partially or simultaneously discipline variables and the non-physical work environment influence employee performance.*

*Based on the research results (t-test) Discipline (X1) has a positive and significant effect on performance with a calculated T value = 2.360 > T table = 1.998 and has a significance value of 0.000 < 0.05 and the Non-Physical Work Environment is positive and significant on performance with a calculated T value = 3.140 > T table 1.998, and a significance value of 0.003 < 0.05. The results of this research show that discipline (X1) and the non-physical work environment (X2) have a positive and significant effect on performance (Y).*

***Keywords: Discipline, Non-Physical Work Environment and Performance***