

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menganalisis sejauh mana relevansi dari sistem kerja absensi *fingerprint*, lingkungan kerja, dan motivasi kerja terhadap disiplin kerja. Hipotesis dalam penelitian ini sistem kerja absensi *fingerprint*, lingkungan kerja, dan motivasi kerja berpengaruh terhadap disiplin kerja secara parsial. Objek penelitian ini ialah pegawai Universitas Muhammadiyah Jember yang memiliki jumlah populasi sebanyak 240 orang menggunakan teknik *proportionate stratified random sampling*. Teknik pengumpulan data menggunakan observasi dan kuesioner. Analisis yang digunakan ialah uji validitas, uji reliabilitas, analisis regresi linier berganda, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, uji linearitas, uji autokorelasi, uji t, dan koefisien determinasi. Hasil penelitian menunjukkan bahwa sistem kerja absensi tidak signifikan terhadap disiplin kerja, lingkungan kerja dan motivasi kerja berpengaruh positif dan signifikan terhadap disiplin kerja.

Kata kunci : Sistem kerja absensi, Lingkungan kerja, Motivasi kerja, dan Disiplin kerja

ABSTRACT

This study aims to determine and analyze the extent to which the relevance of the fingerprint attendance work system, work environment, and work motivation to work discipline. The hypothesis in this study is the fingerprint attendance work system, work environment, and work motivation partially influence work discipline. The object of this research is the employees of the Muhammadiyah University of Jember which has a total population of 240 people using the proportionate stratified random sampling technique. Data collection techniques using observation and questionnaires. The analysis used is the validity test, reliability test, multiple linear regression analysis, normality test, multicollinearity test, heteroscedasticity test, linearity test, autocorrelation test, t test, and coefficient of determination. The results showed that the work attendance system was not significant for work discipline, work environment and work motivation had a positive and significant effect on work discipline.

Key words: *Attendance work system, work environment, work motivation, and work discipline.*

