

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh dari tiga variabel yaitu *human relations*, disiplin kerja, dan lingkungan fisik terhadap kinerja karyawan. Hipotesis dalam penelitian ini *human relations*, disiplin kerja, dan lingkungan fisik berpengaruh terhadap kinerja karyawan secara simultan maupun secara parsial. Objek penelitian ini adalah karyawan PTPN XII Kebun Mumbul Jember yang memiliki jumlah populasi 34 responden menggunakan teknik sensus. Teknik pengumpulan data menggunakan observasi, wawancara dan kuesioner. Analisis yang digunakan meliputi uji validitas, uji reliabilitas, uji asumsi klasik (uji normalitas, uji multikolinearitas, uji heteroskedastisitas), analisis regresi linear berganda dan uji hipotesis (uji F, uji t, koefisien determinasi). Hasil penelitian menunjukkan bahwa *human relationship*, disiplin kerja dan lingkungan kerja fisik secara simultan berpengaruh terhadap kinerja karyawan, dan *human relationship*, disiplin kerja dan lingkungan kerja fisik secara parsial berpengaruh signifikan terhadap kinerja karyawan.

Kata kunci: human relationship, disiplin kerja dan lingkungan kerja fisik

ABSTRACT

This study aimed to determine the effect of three variables, they are human relationship, work discipline and phisycal working environment toward job performance of employees. Hypothesis in this research is human relationship, work discipline and phisycal working environment influential toward job performance of employees according to simultaneous or partial. This research object it's PTPN XII Company has population 34 respondent's technique using is censust. Technique has been selected as a using Observation, interview, and questionnaire were used as a tool in data collection method. The analysis used in this research includes validity test, reliability test, classic assumption test (normality test, multicollinearity test, heteroscedasticity test), multiple linear regression analysis and test of hypothesis (F-test, t-test and the coefficient of determination). The result from this research extended that human relationship, work discipline and phisycal working environment has impact together toward job performance employees or simultaneous and then human relationship, work discipline and phisycal working environment was significance influential toward job performance employees.

Key words: *human relationship, work discipline and phisycal working environment*