

**Pengaruh Disiplin Kerja, Beban Kerja, Lingkungan Kerja dan Kemampuan Kerja terhadap Kinerja Karyawan pada Bagian Produksi di PT Semarang Autocomp Manufacturing Indonesia**

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**ABSTRAK**

Permasalahan sumber daya manusia di dalam perusahaan ada beberapa faktor, berupa disiplin kerja yang kurang pada karyawan sehingga bisa berdampak pada turunnya kinerja karyawan itu sendiri. Besaran beban pekerjaan yang harus dipikul oleh karyawan, serta kurangnya sarana prasarana ataupun minimnya fasilitas penunjang yang diberikan perusahaan kepada karyawan, dapat meningkatkan kinerja karyawan. Pemberian pelatihan untuk mengukur kemampuan kerja karyawan yang mungkin kurang tepat dari perusahaan yang akhirnya menimbulkan permasalahan yang dapat mempengaruhi kinerja karyawan. sebagai obyek, penelitian ini memilih PT. Semarang Autocomp Manufacturing Indonesia.

Penelitian ini bertujuan untuk mengetahui apakah variabel Disiplin kerja, Beban kerja, Lingkungan kerja dan kemampuan kerja memiliki pengaruh terhadap kinerja karyawan bagian produksi PT. Semarang Autocomp Manufacturing Indonesia. Unit sampel adalah 100 karyawan yang bekerja pada bagian produksi di PT. Semarang Autocomp Manufacturing Indonesia. Teknik analisis menggunakan Statistical Product and Service Solution (SPSS) versi 16. Dilakukan analisa terhadap data yang diperoleh. meliputi beberapa uji yaitu: uji validitas dan reliabilitas, uji asumsi klasik, uji hipotesis F (simultan) dan uji t (parsial) serta uji determinasi.

Hasil penelitian menunjukkan bahwa variabel independen yakni disiplin kerja, beban kerja, lingkungan kerja dan kemampuan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : Disiplin Kerja, Beban Kerja, Lingkungan Kerja dan Kemampuan kerja.

**The Influence of Work Dicipline, Work Load, Work Environment and Work Ability on Employee Performance of Production Department in PT. Semarang Autocomp Manufacturing Indonesia**

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**ABSTRACT**

The problem of human resources in the company there are several factors, such as lack of work discipline on employees so they can have an effect on decrease in the performance of the employees themselves. the amount of workload that must be borne by the employee. as well as lack of infrastructure or the lack of support facilities provided by the company to employees, can increase employee performance. Provision of training to measure the ability of employees who may be less precise than the company that eventually cause problems that can influence employee performance. as objects, this study chose PT. Semarang Autocomp Manufacturing Indonesia.

The Purpose of this research is variable Work Discipline, Workload, Work environment and Work ability has an influence on employee performance of the department production in PT. Semarang Autocomp Manufacturing Indonesia. The sample unit are 100 employees that work on department production in PT. Semarang Autocomp Manufacturing Indonesia. The analysis technique used Statistical Product and Service Solution (SPSS) version 16. Analysis of the data obtained. includes some tests such as: validity and reliability, the classic assumption test, hypothesis testing F (simultaneously) and t test (partial) and determination test.

The results showed that the independent variables likely work discipline, workload, work environment and work ability have significant and positive influence on employee performance.

Keyword : Work Discipline, Workload, Work Environment and Work Ability.