

ABSTRAK

PENGARUH KEPERIBADIAN, LINGKUNGAN, DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT BANK RAKYAT INDONESIA KANTOR CABANG TANJUNG KARANG

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Perubahan lanskap kerja akibat perkembangan zaman mendorong perbankan untuk beradaptasi dengan tuntutan baru di dunia perbankan. Dalam hal ini, kinerja karyawan menjadi kunci agar bank dapat sukses di era dengan persaingan yang semakin ketat. Terutama bagi Bank Rakyat Indonesia sebagai salah satu perusahaan Badan Usaha Milik Negara (BUMN) untuk meningkatkan kapasitas perusahaan agar dapat menjadi aset berharga dengan meningkatkan kinerja karyawannya. Penelitian ini memiliki tujuan untuk mengetahui apakah ada pengaruh kepribadian, lingkungan kerja, dan disiplin kerja terhadap kinerja Karyawan di BRI Kantor Cabang Tanjung Karang, Bandar Lampung, baik secara parsial maupun simultan. Jenis penelitian yakni *explanatory research* dengan pendekatan kuantitatif. Teknik pengambilan sampel *purposive sampling*, dan perhitungan rumus *slovin* sebanyak 65 responden. Pengumpulan data dilakukan dengan penyebaran kuesioner kepada pegawai Bank Rakyat Indonesia Kantor Cabang Tanjung Karang melalui Google Form, yang kemudian dianalisis menggunakan program SPSS versi 24. Teknik analisis data yang digunakan meliputi uji validitas, uji reliabilitas, statistik deskriptif, analisis regresi linear berganda, uji asumsi klasik, dan uji hipotesis. Hasil penelitian menunjukkan bahwa secara parsial kepribadian, lingkungan kerja, dan disiplin berpengaruh positif dan signifikan terhadap kinerja karyawan Bank Rakyat Indonesia Kantor Cabang Tanjung Karang. Kemudian secara simultan, kepribadian, lingkungan kerja, dan disiplin kerja berpengaruh secara positif dan signifikan. Implikasi penelitian ini mengharuskan perusahaan dapat menyesuaikan kepribadian karyawan dengan kebutuhan perusahaan serta meningkatkan lingkungan dan disiplin kerja guna mendukung kinerja karyawan.

Kata Kunci: Kepribadian, lingkungan kerja, disiplin kerja, kinerja karyawan,

ABSTRACT

THE INFLUENCE OF PERSONALITY, ENVIRONMENT, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT BANK RAKYAT INDONESIA TANJUNG KARANG BRANCH OFFICE

By

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Changes in the work landscape due to the development of the times encourage banks to adapt to new demands in the banking world. In this case, employee performance is the key for banks to succeed in an era of increasingly tight competition. Especially for Bank Rakyat Indonesia as one of the State-Owned Enterprises (BUMN) to increase the company's capacity so that it can become a valuable asset by improving the performance of its employees. This study aims to determine whether there is an influence of personality, work environment, and work discipline on employee performance at BRI Tanjung Karang Branch Office, Bandar Lampung, either partially or simultaneously. The type of research is explanatory research with a quantitative approach. The sampling technique used is purposive sampling, with a sample size of 65 respondents determined using the Slovin formula. Data collection was carried out by distributing questionnaires to employees of Bank Rakyat Indonesia, Tanjung Karang Branch Office, through Google Forms, and subsequently analyzed using SPSS version 24. Data analysis techniques used include validity testing, reliability testing, descriptive statistics, multiple linear regression analysis, classical assumption testing, and hypothesis testing. The results of the study indicate that partially personality, work environment, and discipline have a positive and significant effect on employee performance at Bank Rakyat Indonesia Tanjung Karang Branch Office. Then simultaneously, personality, work environment, and work discipline have a positive and significant effect. The implication of this study is that companies are expected to align employee personalities with organizational needs and improve the work environment and discipline to enhance employee performance.

Keywords: *Personality, work environment, work discipline, employee performance*