

ABSTRACT

This research was aimed at investigating and explaining the influence of working culture, extrinsic working motivation, and non-physical working environment towards the work discipline at PT. XYZ Tbk, the Jakarta headquarter. The data collection was conducted through questionnaires. The data analysis used the instrument of validity test through the employment of confirmatory factor analysis while in the test of reliability, the Cronbach alpha was employed. The data analysis was conducted by employing the analysis of multiple linear regression. The results of the research showed that: (1) the working culture significantly influenced the work discipline; (2) the extrinsic working motivation significantly influenced the work disciplines; (3) the non-physical working environment significantly influenced the work discipline; and (4) the work discipline, the extrinsic working motivation, and the non-physical working environment simultaneously showed significant influence towards the working culture.

Keywords: working culture, extrinsic working motivation, non-physical working environment, work discipline



UNIVERSITAS
MERCU BUANA

ABSTRAK

Penelitian ini bertujuan untuk mengetahui dan menjelaskan pengaruh budaya kerja, motivasi kerja ekstrinsik dan lingkungan kerja non-fisik terhadap disiplin kerja PT XYZ TBK Kantor Pusat Jakarta. Responden 80 karyawan. Pengumpulan data dilakukan melalui kuisioner. Data dianalisis menggunakan uji validitas instrumen menggunakan *confirmatory factor analysis* sedangkan uji reliabilitasnya menggunakan *cronbach alpha*, sedangkan analisis data dilakukan dengan menggunakan analisis regresi linier berganda. Hasil penelitian ini secara parsial menunjukkan bahwa bahwa: (1) budaya kerja berpengaruh secara signifikan terhadap disiplin kerja; (2) motivasi kerja ekstrinsik berpengaruh secara signifikan terhadap disiplin kerja; (3) lingkungan kerja non-fisik berpengaruh secara signifikan terhadap disiplin kerja; (4) budaya kerja, motivasi kerja ekstrinsik dan lingkungan kerja non-fisik secara simultan berpengaruh signifikan terhadap disiplin kerja.

Kata kunci : budaya kerja, motivasi kerja ekstrinsik, lingkungan kerja non-fisik dan disiplin kerja

