

## ABSTRAK

### **PENGARUH FASILITAS KANTOR, MOTIVASI KERJA, DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN (Studi pada Puskesmas Kecamatan Jasinga)**

Penelitian ini bertujuan untuk mengetahui pengaruh fasilitas kantor, motivasi kerja dan disiplin kerja terhadap kinerja karyawan. Dalam mencapai tujuan tersebut, peneliti menggunakan penelitian eksplanatori dengan pendekatan kuantitatif. Teknik sampling yang digunakan adalah sampel jenuh, peneliti mendapatkan sampel sebanyak 42 responden yang merupakan karyawan di Puskesmas Jasinga, Bogor. Pengumpulan data dilakukan menggunakan kuesioner yang kemudian diolah menggunakan alat analisis SPSS 25, kemudian data diolah menggunakan teknik statistik analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa fasilitas kantor berpengaruh positif dan signifikan terhadap kinerja karyawan, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. Secara parsial didapatkan hasil yaitu adanya pengaruh positif yang signifikan pada fasilitas kantor terhadap kinerja karyawan, motivasi kerja berpengaruh positif dan signifikan terhadap kinerja karyawan dan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

**Kata Kunci :** Fasilitas kantor, motivasi kerja, disiplin kerja, kinerja karyawan.



## **ABSTRACT**

### ***EFFECT OF WORK FACILITIES, WORK MOTIVATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE (Study at Kecamatan Jasinga Health Center)***

*This study aims to determine the effect of work facilities, work motivation and work discipline on employee performance. In achieving these goals, researchers use explanatory research with a quantitative approach. The sampling technique used was a saturated sample. The researchers obtained a sample of 42 respondents who were employees at the Jasinga Health Center, Bogor. Data collection was carried out using a questionnaire which was then processed using the SPSS 25 analysis tool, then the data was processed using statistical techniques of multiple linear regression analysis. The results showed that office facilities had a positive and significant effect on employee performance, work motivation had a positive and significant effect on employee performance and work discipline had a positive and significant effect on employee performance. Partially, the results obtained are that there is a significant positive effect on office facilities on employee performance, work motivation has a positive and significant effect on employee performance and work discipline has a positive and significant effect on employee performance.*

**Keywords:** *Work facilities, work motivation, work discipline, employee performance.*



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