

## ABSTRAK

M. Firdaus (2023), Pengaruh Lingkungan kerja dan Fasilitas Kerja Terhadap Kinerja pegawai pada Kantor Pemberdayaan Masyarakat dan Desa (PMD) Kabupaten Ogan Komering Ulu. Skripsi ini dibimbing oleh Ibu S.Pd., M.M dan Ibu Hasiatul Aini, S.E., M.Si.

Penelitian ini membahas pengaruh Lingkungan Kerja dan Fasilitas kerja terhadap kinerja pegawai Pada kantor Pemberdayaan Masyarakat dan Desa (PMD) Kabupaten Ogan Komering Ulu. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 40 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh Lingkungan Kerja Terhadap Kinerja pegawai pada kantor Pemberdayaan Masyarakat dan Desa (PMD) Kabupaten Ogan Komering Ulu dengan nilai t hitung sebesar 5.355. Variabel Fasilitas kerja terhadap kinerja pegawai pada kantor Pemberdayaan Masyarakat dan Desa (PMD) Kabupaten Ogan Komering Ulu dengan nilai t hitung sebesar 3.001. Secara simultan didapatkan ada pengaruh Lingkungan kerja dan Fasilitas kerja terhadap kinerja pegawai Pada kantor Pemberdayaan Masyarakat dan Desa (PMD) Kabupaten Ogan Komering Ulu. Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0.710. Hal ini menunjukkan berarti sumbangan pengaruh Lingkungan kerja dan Fasilitas kerjs terhadap kinerja pegawai sebesar 71% sedangkan sisanya 29% dipengaruhi oleh variabel lain diluar penelitian ini seperti pengetahuan, motivasi dan disiplin kerja (Kasmir, 2020:189).

**Kata Kunci : Lingkungan kerja, Fasilitas kerja, Kinerja pegawai**

## **ABSTRACT**

*M. Firdaus (2023) The Influence of Work Environment and Work Facilities on Employees' Performance at the Office of Community Empowerment and Village (PMD) in Ogan Komering Ulu Regency. This study was under the guidance of S.Pd., M.M, and Hasiatul Aini, S.E., M.Si.*

*This study discussed the influence of work environment and work facilities on employees' performance at the Office of Community Empowerment and Village (PMD) in Ogan Komering Ulu Regency. The data collection technique used in this study was through the distribution of questionnaires. The population consisted of 40 individuals. The data analysis technique used was Multiple Linear Regression. Based on the partial analysis results, there was an influence of the work environment on employees' performance at the Office of Community Empowerment and Village (PMD) in Ogan Komering Ulu Regency with a t-value of 5.355. The variable of work facilities on employees' performance at the Office of Community Empowerment and Village (PMD) in Ogan Komering Ulu Regency had a t-value of 3.001. Simultaneously, there was an influence of work environment and work facilities on employees' performance at the Office of Community Empowerment and Village (PMD) in Ogan Komering Ulu Regency. The obtained coefficient of determination (R<sup>2</sup>) was 0.710. This indicated that the contribution of work environment and work facilities to employees' performance was 71%, while the remaining 29% was influenced by other variables outside of this study, such as knowledge, motivation, and work discipline (Kasmir, 2020:189).*

**Keywords:** *work environment, work facilities, employees' performance.*