

## **ABSTRACT**

***Ruli Candra Yansah (2023), The Influence of the Work Environment and Training on the Performance of Pengandonan Subdistrict Office Employees, Ogan Komering Ulu Regency. This research was under the guidance of Ali Akbar, S.E., M.Si and Dahlia, S.E., M.Si.***

*The results of this research discussed the influence of the work environment and training on employees' performance at the Pengandonan sub-district office, Ogan Komering Ulu Regency. The data collection technique used in this research was through distributing questionnaires. The total sample was 34 people. The data analysis technique used was Multiple Linear Regression. Based on the results of the analysis, the results of the Multiple Linear Regression calculation were  $Y = 0.178 + 0.041 X_1 + 0.905 X_2$ . Based on the results of the analysis, namely the T Test and F Test, partially the Work Environment did not have a significant influence on employees' performance at the Pengandonan Subdistrict office, Ogan Komering Ulu Regency with a calculated t value of 0.552, partially there was a significant influence of Training on employees' performance at the Pengandonan Subdistrict Office, Ogan Regency. Komering Ulu with a calculated t value of 12.345, and simultaneously it was known that there was an influence of the work environment and training on employees' performance at the Pengandonan District Office, Ogan Komering Ulu Regency, which was 79,761 and the coefficient of determination ( $R^2$ ) obtained was 0.837. This showed that the contribution of the influence of the work environment and training to employees' performance at the Pengandonan Subdistrict Office, OKU Regency was 83.7%, while the remaining 16.3% was influenced by other variables outside this research, such as Motivation, Work Discipline, Job Satisfaction, Organizational Culture, and Cashmere Loyalty (2019:189).*

***Keywords: Work environment, training, employees' performance***

## ABSTRAK

**Ruli Candra Yansah (2023), Pengaruh Lingkungan kerja dan Pelatihan Terhadap Kinerja pegawai Kantor Camat Pengandonan Kabupaten Ogan Komering Ulu. Skripsi ini dibimbing oleh bapak Ali Akbar, S.E.,M.Si selaku pembimbing 1 dan ibu Dahlia, S.E., M.Si. selaku pembimbing 2.**

Hasil penelitian ini membahas tentang pengaruh Lingkungan Kerja dan Pelatihan terhadap kinerja pegawai Pada kantor Camat Pengandonan Kabupaten Ogan Komering Ulu. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah sample sebanyak 34 orang. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis yaitu hasil perhitungan Regresi Linear Berganda adalah  $Y = 0,178 + 0,041 X_1 + 0,905 X_2$ . Berdasarkan hasil analisis yaitu Uji T dan Uji F secara parsial Lingkungan Kerja tidak berpengaruh secara signifikan Terhadap Kinerja pegawai pada kantor Camat Pengandonan Kabupaten Ogan Komering Ulu dengan nilai t hitung sebesar 0,552, secara parsial ada pengaruh signifikan Pelatihan terhadap kinerja pegawai pada kantor Camat Pengandonan Kabupaten Ogan Komering Ulu dengan nilai t hitung sebesar 12,345, dan secara simultan diketahui ada pengaruh Lingkungan kerja dan Pelatihan terhadap kinerja pegawai Pada kantor Camat Pengandonan Kabupaten Ogan Komering Ulu sebesar 79.761 dan Koefisien determinasi ( $R^2$ ) yang diperoleh sebesar 0,837. Hal ini menunjukkan berarti sumbangan pengaruh Lingkungan kerja dan Pelatihan terhadap kinerja pegawai pada Kantor Camat Pengandonan Kabupaten OKU sebesar 83,7% sedangkan sisanya 16,3% dipengaruhi oleh variabel lain diluar penelitian ini seperti, Motivasi, Disiplin Kerja, Kepuasan Kerja, Budaya Organisasi, dan Loyalitas Kasmir (2019:189).

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