

ABSTRAK

Eli Sagita 2023 Pengaruh Lingkungan Kerja dan Kemampuan Kerja terhadap Prestasi Kerja Pegawai Pada Dinas Pengendalian Penduduk Keluarga Berencana Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten Ogan Komering Ulu Selatan. Dibimbing Oleh Ibu Rosmala Dewi, S.E.,M.Si selaku pembimbing I dan Ibu Dyah Ayu Putriani, S.Pd.,M.Si selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Lingkungan Kerja dan Kemampuan Kerja terhadap Prestasi Kerja Pegawai Pada Dinas Pengendalian Penduduk Keluarga Berencana Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten Ogan Komering Ulu Selatan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 58 orang. Metode analisis yang digunakan adalah metode kuantitatif dengan menggunakan alat Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada pengaruh Lingkungan Kerja (X1) terhadap Prestasi Kerja (Y) Pegawai dengan nilai t hitung sebesar 7.014. Variabel Kemampuan Kerja (X2) ada pengaruh terhadap Prestasi Kerja (Y) Pegawai dengan nilai t hitung sebesar 6.247. Secara simultan didapatkan ada pengaruh Lingkungan Kerja dan Kemampuan Kerja terhadap Prestasi Kerja Pegawai Pada Dinas Pengendalian Penduduk Keluarga Berencana Pemberdayaan Perempuan dan Perlindungan Anak Kabupaten Ogan Komering Ulu Selatan dengan nilai F hitung sebesar 161.324. Koefisien determinasi (R^2) yang diperoleh sebesar 0.854 Hal ini menunjukkan berarti sumbangan pengaruh Lingkungan Kerja dan Kemampuan Kerja terhadap Prestasi Kerja Pegawai sebesar 85,4%, sedangkan sisanya dipengaruhi oleh variabel lain selain variabel dalam penelitian ini yaitu, mutasi serta pendidikan dan pelatihan (Siagian (2018:225))

Kata Kunci : Lingkungan Kerja dan Kemampuan Kerja,Prestasi Kerja

ABSTRACT

Eli Sagita 2023 The Influence of the Work Environment and Work Ability on the Work Performance of Employees at the Population Control Service, Family Planning, Women's Empowerment and Child Protection, South Ogan Komerang Ulu Regency. The research was under the guidance of Rosmala Dewi, S.E., M.Si and Dyah Ayu Putriani, S.Pd., M.Si.

This research discussed the influence of the work environment and work abilities on employees' work performance at the Population Control Service, Family Planning, Women's Empowerment and Child Protection, South Ogan Komerang Ulu Regency. The data collection technique used in this research was through distributing questionnaires. The total population was 58 people. The analytical method used was a quantitative method using the Multiple Linear Regression tool. Based on the results of the partial analysis, there was an influence of the Work Environment (X1) on Employees' Work Performance (Y) with a calculated t value of 7.014. The work ability variable (X2) had an influence on employees' work performance (Y) with a calculated t value of 6,247. Simultaneously, it was found that there was an influence of the Work Environment and Work Ability on the Work Performance of Employees at the Population Control Service, Family Planning, Women's Empowerment and Child Protection, South Ogan Komerang Ulu Regency with a calculated F value of 161,324. The coefficient of determination (R^2) obtained was 0.854. This showed that the contribution of the influence of the Work Environment and Work Ability on Employees' Work Performance was 85.4%, while the remainder was influenced by other variables besides the variables in this research, namely, transfers and education and training (Siagian (2018:225))

Keywords: Work Environment and Work Ability, Work Achievement