ABSTRAK

Aldi Saputra. 2023. Pengaruh Fasilitas Kerja (X$_1$) dan Lingkungan Kerja (X$_2$) Terhadap Kinerja Pegawai (Y) Pada Kantor Dinas Kesehatan Kabupaten OKU. **Skripsi bimbingan Oleh Ibu Novie Al Muhariah,S.E,.M.Si dan Bapak Angga W. Gultom,S.M.B,.M.Si**

Dalam penelitian ini membahas Pengaruh Fasilitas Kerja (X1) dan Lingkungan Kerja (X$_2$)Terhadap Kinerja Pegawai (Y) Pada Kantor Dinas Kesehatan Kabupaten Ogan Komering Ulu. Populasi dalam penelitian ini adalah seluruh pegawai PNS pada Kantor Dinas Kesehatan yang berjumlah 52 orang. Metode analisis yang digunakan yaitu metode Analisis Kuantitatif. Analisis kuantitatif yang dimaksud adalah Analisis Regresi Linear Berganda yang menggunakan Uji Validitas dan Uji Reliabilitas serta Uji T dan Uji F. Hasil analisis menunjukkan bahwa secara parsial t-hitung variabel Fasilitas Kerja (X$_1$) sebesar $4,964$ > t-tabel sebesar $2,009$ maka Ho ditolak dan Ha diterima, artinya Fasilitas Kerja (X$_1$) secara signifikan berpengaruh terhadap Kinerja Pegawai (Y) pada Kantor Dinas Kesehatan Kabupaten Ogan Komering Ulu, t-hitung variabel Lingikungan Kerja (X$_2$) sebesar 3,897 > t-tabel sebesar $2,009$ maka Ho ditolak dan Ha diterima, artinya Lingkungan Kerja (X$_2$) secara signifikan berpengaruh terhadap Kinerja Pegawai (Y) pada Kantor Dinas Kesehatan Kabupaten Ogan Komering Ulu. Secara simultan Uji F sebesar 28,410 > F-tabel sebesar 3,19 maka Ho ditolak dan Ha diterima, artinya Fasilitas Kerja (X$_1$) dan Lingkungan Kerja (X$_2$) berpengaruh secara simultan terhadap Kinerja Pegawai (Y) pada Kantor Dinas Kesehatan Kabupaten Ogan Komering Ulu. Hasil analisis menunjukkan bahwa Koefesien Determinasi (R^2) sebesar 0.537. Hal ini bearti bahwa sumbangan pengaruh Fasilitas Kerja (X$_1$) dan Lingkungan Kerja (X$_2$) terhadap Kinerja Pegawai (Y) pada Kantor Dinas Kesehatan Kabupaten Ogan Komering Ulu sebesar 53,7% sedangkan sisanya sebesar 46,3% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini misalnya dimensi hasil kerja yang terdiri dari tiga indikator yaitu hasil kerja dalam melaksanakan tugas), Kinerja pegawai (Y) yang terdiri dari empat indikator yaitu (hasil kerja, sikap kerja, penilaian kerja, manfaat). (Afandi, 2021:89).

Kata Kunci: Fasilitas Kerja, Lingkungan Kerja dan Kinerja Pegawai.

ABSTRACT

Aldi Saputra. 2023. The Influence of Work Facilities (X1) and Work Environment (X2) on Employees' Performance (Y) at the OKU District Health Service Office. The research was under the guidance of Novie Al Muhariah, S.E,.M.Si and Angga W. Gultom, S.M.B,.M.Si

This research discussed the influence of work facilities (X1) and work environment (X2) on employees' performance (Y) at the Ogan Komering Ulu District Health Service Office. The population in this study was all civil servant employees at the Health Service Office, totaling 52 people. The analytical method used was the Quantitative Analysis method. The quantitative analysis in question was Multiple Linear Regression Analysis which used Validity Test and Reliability Test as well as T Test and F Test. The results of the analysis showed that partially the t-count of the Work Facilities variable (X1) was 4.964 > t-table was 2.009, so Ho was rejected and Ha was accepted, meaning that Work Facilities (X1) significantly influenced Employees' Performance (Y) at the Ogan Komering Ulu District Health Office, t-count of the Work Environment variable (X2) was 3.897 > t-table was 2.009, so Ho was rejected and Ha was accepted , meaning that the Work Environment (X2) significantly influences Employees' Performance (Y) at the Ogan Komering Ulu District Health Service Office. Simultaneously, the F test was 28.410 > F-table was 3.19, so Ho was rejected and Ha was accepted, meaning that work facilities (X1) and work environment (X2) simultaneously influenced employees' performance (Y) at the Ogan Komering Ulu District Health Office. The analysis results showed that the Determination Coefficient (R^2) was 0.537. This meant that the contribution of the influence of Work Facilities (X1) and Work Environment (X2) to Employees' Performance (Y) at the Ogan Komering Ulu District Health Service Office was 53.7% while the remaining 46.3% was influenced by other variables that were not included in this research model, for example, the dimensions of work results which consisted of three indicators, namely work results in carrying out tasks), employees' performance (Y) which consisted of four indicators, namely (work results, work attitudes, work evaluation, benefits). (Afandi, 2021:89).

Keywords: Work Facilities, Work Environment and Employees' Performance.