

ABSTRAK

Gatut Saputra. 2022. Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Dinas Lingkungan Hidup Kabupaten OKU Selatan. Skripsi Dibimbing oleh Noviansyah, S.E., M.Si. dan M. Mardiansyah, S.E.,M.Si.

Penelitian ini membahas tentang pengaruh motivasi dan lingkungan kerja terhadap kinerja pegawai pada Dinas Lingkungan Hidup Kabupaten OKU Selatan. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 33 orang. Metode analisis yang digunakan adalah regresi linear berganda. Berdasarkan hasil penelitian diketahui jika variabel motivasi (X1) pengaruh signifikan terhadap kinerja pegawai Dinas Lingkungan Hidup Kabupaten OKU Selatan kerana nilai yang diperoleh t_{hitung} untuk variabel Motivasi (X1) sebesar 9,613 dengan $t_{tabel} = 2,042$ atau $t_{hitung} > t_{tabel}$ atau $9,613 > 2,042$, maka keputusannya H_0 ditolak dan H_a diterima artinya motivasi berpengaruh signifikan terhadap kinerja pegawai Dinas Lingkungan Hidup Kabupaten OKU dan variable Lingkungan kerja (X2) pengaruh signifikan terhadap kinerja pegawai Dinas Lingkungan Hidup Kabupaten OKU Selatan karena nilai yang diperoleh $t_{hitung} = -2,723$, dengan $t_{tabel} = 2,042$ atau $-t_{hitung} < -t_{tabel}$ atau $-2,723 < -2,042$, maka keputusannya H_0 ditolak dan H_a diterima artinya Lingkungan kerja berpengaruh signifikan terhadap Kinerja pegawai Dinas Lingkungan Hidup Kabupaten OKU Selatan. Kemudian secara simultan didapatkan F_{hitung} sebesar 47,497. Hasil tersebut kemudian dibandingkan dengan F tabel pada tingkat kepercayaan 95% atau $\alpha = 5\%$ dengan F tabel = F (1 - α) (dk pembilang (jumlah variabel independent)= 2), (dk penyebut = 33-2-1 = 30) didapat F tabel 3,32. Jadi F hitung > F tabel atau $47,497 > 3,32$, maka keputusannya H_0 ditolak dan H_a diterima, artinya seluruh variabel X yaitu Motivasi (X1) dan Lingkungan kerja (X2) secara bersama-sama berpengaruh signifikan terhadap Kinerja pegawai Dinas Lingkungan Hidup Kabupaten OKU Selatan. Nilai Koefisien determinasi (*R Square*) adalah sebesar 0,760 hal ini menunjukkan bahwa sebesar 76% sumbangan dari kinerja pegawai Dinas Lingkungan Hidup Kabupaten OKU Selatan bisa dijelaskan oleh variabel lingkungan kerja dan disiplin kerja sedangkan sisanya sebesar 24% dipengaruhi oleh variabel lain selain variabel dalam penelitian ini.

Kata Kunci: Motivasi, Lingkungan Kerja dan Kinerja

ABSTRACT

Gatut Saputra. 2022. *The Influence of Motivation and Work Environment on Employees' Performance at the Environmental Service of South OKU Regency. The research was under the guidance of Noviansyah, S.E., M.Si. and M. Mardiansyah, S.E., M.Si.*

This research discussed the influence of motivation and work environment on employees' performance at the Environmental Service Office of South OKU Regency. The data collection technique used in this study was through the distribution of questionnaires. The total population was 33 people. The analytical method used was multiple linear regression. Based on the results of the study, it was known that the motivation variable (X1) had a significant influence on the performance of the Environmental Service employees of South OKU Regency because the value obtained t_{count} for the Motivation variable (X1) was 9.613 with $t_{table} = 2.042$ or $t_{count} > t_{table}$ or $9.613 > 2.042$, then the decision H_0 was rejected and H_a was accepted, which meant that motivation had a significant influence on the performance of the Environmental Service Office of OKU Regency and the work environment variable (X2) had a significant influence on the performance of the employees of the Environmental Service of South OKU Regency because the value obtained was $t_{count} = -2.723$, with $t_{table} = 2.042$ or $-t_{count} < -t_{table}$ or $-2,723 < -2,042$, then the decision H_0 was rejected and H_a was accepted, meaning that the work environment had a significant influence on the performance of the Environmental Service Office of South OKU Regency. Then simultaneously obtained F_{count} of 47.497. These results were then compared with F_{table} at 95% confidence level or = 5% with $F_{table} = F(1 -)$ (dk numerator (number of independent variables) = 2), (dk denominator = $33-2-1 = 30$) obtained $F_{table} 3.32$. So $F_{count} > F_{table}$ or $47.497 > 3.32$, then the decision H_0 was rejected and H_a was accepted, meaning that all X variables, namely Motivation (X1) and Work Environment (X2) together had a significant influence on the performance of the OKU Regency Environmental Service employees. The value of the coefficient of determination (R Square) was 0.760, this showed that 76% of the contribution from the performance of the employees of the Environmental Service of South OKU Regency could be explained by the work environment and work discipline variables, while the remaining 24% was influenced by other variables besides the variables in this study. .

Keywords: Motivation, Work Environment and Performance