

ABSTRAK

Trisna Marissa (2023). Pengaruh Motivasi dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. Dibimbing oleh ibu Dr. E. Mardiah Kenamon, S.E.,M.Si selaku pembimbing I dan Bapak Angga Wibowo Gultom, S.Mb.,M.Si. Selaku pembimbing II.

Penelitian ini bertujuan untuk mengetahui Pengaruh Motivasi dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuisioner. Jumlah populasi sebanyak 31 pegawai pada kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. Teknik analisis data yang digunakan adalah Regresi Linier Berganda. Berdasarkan hasil olah data didapatkan bahwa didapatkan secara parsial ada pengaruh yang signifikan motivasi terhadap kinerja pegawai pada kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. Sedangkan untuk variabel Lingkungan Kerja ada pengaruh yang signifikan terhadap kinerja pegawai pada kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. Secara simultan $F_{hitung} 142,858. > F_{tabel} 3,34$, maka H_0 ditolak dan H_a diterima, artinya ada pengaruh signifikan Motivasi Dan Lingkungan Kerja Terhadap Kinerja pegawai pada kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu. Koefisien determinasi (R^2) yang diperoleh sebesar 0.911. Hal ini menunjukkan berarti sumbangan Motivasi dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Kantor Badan Penanggulangan Bencana Daerah Kabupaten Ogan Komering Ulu sebesar 91,1% sedangkan sisanya 8,9% dipengaruhi oleh variabel lain yang tidak dimasukkan dalam model penelitian ini seperti gaya kepemimpinan dan kepuasan kerja (Kasmir 2020).

Kata Kunci: Motivasi, Lingkungan Kerja dan Kinerja Pegawai

ABSTRACT

Trisna Marissa (2023). The Influence of Motivation and Work Environment on Employees' Performance at the Ogan Komering Ulu Regency Regional Disaster Management Agency Office. This study was under the guidance of Dr. E. Mardiah Kenamon, S.E., M.Si and Angga Wibowo Gultom, S.M.B, M.Si,.

This study aimed to determine the influence of motivation and work environment on employees' performance at the Ogan Komering Ulu Regional Disaster Management Agency Office. The data collection technique used in this study was through questionnaires. The total population was 31 employees at the Ogan Komering Ulu Regency Regional Disaster Management Agency office. The data analysis technique used was Multiple Linear Regression. Based on the results of data processing, it was found that partially there was a significant influence of motivation on employees' performance at the Ogan Komering Ulu Regional Disaster Management Agency office. As for the Work Environment variable, there was a significant influence on employees' performance at the Ogan Komering Ulu Regency Regional Disaster Management Agency office. Simultaneously $F_{count} 142.858 > F_{table} 3.34$, then H_0 was rejected and H_a was accepted, meaning that there was a significant influence of motivation and work environment on employees' performance at the Ogan Komering Ulu Regional Disaster Management Agency office. The coefficient of determination (R^2) obtained was 0.911. This showed that the contribution of motivation and work environment to employees' performance at the Ogan Komering Ulu Regency Regional Disaster Management Office was 91.1%, while the remaining 8.9% was influenced by other variables not included in this research model, such as leadership style and job satisfaction. (Cashmere 2020).

Keywords: Motivation, Work Environment and Employees' Performance