

ABSTRAK

Nama : Maulida
Program Studi : Manajemen
Judul : Pengaruh Lingkungan Kerja, Disiplin Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Pada Kantor Disdukcapil Aceh Tengah

Pengolahan data dilakukan dengan bantuan perangkat lunak SPSS versi 20.0. Penelitian ini menggunakan pendekatan kuantitatif dengan metode regresi linear berganda dan melibatkan 40 responden yang merupakan pegawai pada instansi tersebut. Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja, disiplin kerja, dan motivasi kerja terhadap kinerja pegawai pada Kantor Dinas Kependudukan dan Pencatatan Sipil (Disdukcapil) Kabupaten Aceh Tengah. Hasil penelitian menunjukkan bahwa lingkungan kerja tidak berpengaruh signifikan terhadap kinerja pegawai pada Kantor Dinas Kependudukan dan Pencatatan Sipil (Disdukcapil) Kabupaten Aceh Tengah, Sedangkan disiplin kerja berpengaruh positif dan signifikan terhadap kinerja pegawai, motivasi kerja juga berpengaruh positif dan signifikan terhadap kinerja pegawai. ketiga variabel (lingkungan kerja, disiplin kerja, dan motivasi kerja) berpengaruh signifikan terhadap kinerja pegawai, dengan nilai koefisien determinasi (R^2) sebesar 0,869, menunjukkan bahwa ketiga variabel independen dalam model mampu menjelaskan variasi kinerja pegawai sebesar 86,9%. Dengan nilai ini, maka model regresi yang digunakan dapat dikategorikan sangat baik dalam menjelaskan hubungan antara variabel bebas dan variabel terikat dalam penelitian ini.

Kata kunci: Lingkungan Kerja, Disiplin Kerja, Motivasi Kerja, Kinerja Pegawai

ABSTRACT

Name : Maulida
Study Program : Management
Title : The Influence of Work Environment, Work Discipline, and Work Motivation on Employee Performance at the Department of Population and Civil Registration (Disdukcapil) of Central Aceh

Data processing was carried out with the help of SPSS version 20.0 software. This research uses a quantitative approach with multiple linear regression methods and involves 40 respondents who are employees at the agency. This study aims to analyze the effect of work environment, work discipline, and work motivation on employee performance at the Population and Civil Registration Office (Disdukcapil) of Central Aceh Regency. The results showed that the work environment had no significant effect on employee performance at the Office of the Population and Civil Registration Service (Disdukcapil) of Central Aceh Regency, while work discipline had a positive and significant effect on employee performance, work motivation also had a positive and significant effect on employee performance. the three variables (work environment, work discipline, and work motivation) had a significant effect on employee performance, with a coefficient of determination (R^2) value of 0.869, indicating that the three independent variables in the model were able to explain 86.9% of variations in employee performance. With this value, the regression model used can be categorized as very good in explaining the relationship between the independent variable and the dependent variable in this study.

Keywords: *Work Environment, Work Discipline, Work Motivation, Employee Performance*