

PENGARUH BEBAN KERJA, MOTIVASI KERJA DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI PADA DINAS LINGKUNGAN HIDUP DAN KEHUTANAN DAERAH ISTIMEWA YOGYAKARTA

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Abstrak

Penelitian ini bertujuan untuk mengetahui apakah beban kerja dan lingkungan kerja berpengaruh terhadap kinerja Pegawai. Penelitian ini dilakukan pada bulan 1 Maret - 15 April 2019 di Dinas Lingkungan Hidup dan Kehutanan Yogyakarta. Populasi dalam penelitian adalah pegawai tetap Dinas Lingkungan Hidup dan Kehutanan Yogyakarta. Penelitian ini merupakan penelitian asosiatif kausal dengan menggunakan pendekatan kuantitatif. Pengambilan sampel menggunakan teknik *purposive sampling*. Data dalam penelitian ini diperoleh dengan membagikan kuesioner kepada 30 responden yang terdiri dari pegawai tetap Dinas Lingkungan Hidup dan Kehutanan Yogyakarta. Pengujian statistik yang digunakan adalah uji validitas, realibilitas, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, analisis regresi linear berganda, uji parsial (*t*), uji simultan (*f*), koefisien determinasi. Sedangkan hasil uji *t* beban kerja memiliki angka sebesar $0,014 < 0,05$, maka secara parsial terdapat pengaruh positif dan signifikan antara variabel beban kerja terhadap kinerja pegawai. Serta koefisien determinasi menunjukkan angka sebesar 64,5%, dan sisanya 35,5% merupakan sumbangan dari variabel lain yang tidak penulis teliti. Jadi dapat disimpulkan bahwa beban kerja, motivasi, dan lingkungan kerja berpengaruh terhadap kinerja pegawai pada Dinas Lingkungan Hidup dan Kehutanan Daerah Istimewa Yogyakarta.

Kata Kunci : *Beban Kerja, Lingkungan Kerja dan Kinerja Pegawai*

THE EFFECT OF WORK LOAD, WORK MOTIVATION, AND WORK ENVIRONMENT TO THE EMPLOYEE PERFORMANCE AT THE LIVING ENVIRONMENT AND FORESTRY DEPARTMENT IN THE SPECIAL REGION OF YOGYAKARTA

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Abstract

*This research aimed to determine whether the workload and work environment affect employee performance. This research was conducted from March 1 to April 15, 2019 at the Living Environment and Forestry Department in the Special Region of Yogyakarta. The population of this study was permanent employees of the Yogyakarta Environment and Forestry Department. This research is a causal associative research using a quantitative approach. Sampling used was a purposive sampling technique. The data in this study were obtained by distributing questionnaires to 30 respondents consisting of permanent employees of the Yogyakarta Environment and Forestry Department. The statistical tests used were validity, reliability, normality test, multicollinearity test, heteroscedasticity test, multiple linear regression analysis, partial test (*t*), simultaneous test (*f*), and coefficient of determination. The workload *t* test result was $0.014 < 0.05$, then partially there was a positive and significant effect between the workload variables on employee performance. The coefficient of determination showed a figure of 64.5%, and the remaining 35.5% was a contribution from other variables that the authors did not examine. Indeed, the workload, motivation, and work environment affected the performance of employees at the Living Environment and Forestry Department in the Special Region of Yogyakarta.*

Keywords: Workload, Work Environment and Employee Performance