

PENGARUH MOTIVASI DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI BADAN KEPEGAWAIAN, PENDIDIKAN DAN PELATIHAN KABUPATEN SLEMAN

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Abstrak

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan lingkungan kerja terhadap kinerja pegawai Badan Kepegawaian, Pendidikan Dan Pelatihan Kabupaten Sleman. Populasi dalam penelitian ini adalah seluruh pegawai yang berjumlah 65 pegawai, dengan jumlah sampel 40 pegawai. Metode pengumpulan data dalam penelitian ini menggunakan observasi, kuesioner, dan wawancara. Analisis data menggunakan metode uji validasi, uji realibilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, uji f dan analisis koefisien determinasi (R^2). Berdasarkan hasil uji t diketahui t_{hitung} variabel motivasi sebesar $2.253 > t_{tabel}$ 2.026, H_{01} ditolak dan H_{a1} diterima dan variabel lingkungan kerja memiliki t_{hitung} sebesar $2.681 > t_{tabel}$ 2.026, artinya H_{02} ditolak dan H_{a2} diterima, hal ini didukung dengan nilai sigifikansi variabel motivasi sebesar $0.002 < 0.05$ dan variabel lingkungan kerja sebesar $0.011 < 0.05$, artinya H_{03} ditolak dan H_{a3} diterima, maka dapat disimpulkan motivasi dan lingkungan kerja berpengaruh signifikansi secara parsial terhadap kinerja pegawai. Dari hasil uji F diketahui f_{hitung} 5.282 $> f_{tabel}$ 3.25, dengan sig uji F sebesar $0.010 < 0.05$, maka dapat disimpulkan bahwa variabel motivasi dan lingkungan kerja berpengaruh simultan terhadap kinerja pegawai. Hasil analisis koefisien determinasi nilai *adjusted R square* (R^2) sebesar 0.180 (18%). Artinya variabel kinerja dipengaruhi variabel motivasi dan variabel lingkungan kerja sebesar 0.180 (18%), sedangkan sisanya sebesar 82% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

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

**THE INFLUENCE OF MOTIVATION AND WORK ENVIRONMENT ON
THE EMPLOYEE PERFORMANCE AT THE STAFFING, EDUCATION,
AND TRAINING DEPARTMENT IN SLEMAN REGENCY**

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Abstract

This study aimed to determine the influence of motivation and work environment on the employee performance at the Staffing, Education, and Training Department in Sleman Regency. The populations in this study were 65 employees, with a total sample of 40 employees. Data collection methods were observation, questionnaires, and interviews. Data analysis using the validation test method, reliability test, classic assumption test, multiple linear regression analysis, t test, f test and analysis of the coefficient of determination (R²). Based on the t test results, it showed that the t-count of motivation variable was 2.253 > t-table 2.026, H₀₁ was rejected but Ha₁ was accepted. The work environment variable had t-count of 2.681 > t-table 2.026, indicated H₀₂ was rejected but Ha₂ was accepted. It is supported by the significance value of the motivational variable of 0.002 < 0.05 and work environment variables of 0.011 < 0.05, that indicated H₀₃ was rejected but Ha₃ was accepted. Indeed, motivation and work environment had a significant effect partially on the employee performance. The F test results found that the count was 5.282 > ft. 3.25, with the sig F test of 0.010 < 0.05, indicated that the motivation and work environment variables had a simultaneous effect on employee performance. The results of the coefficient analysis of the determination of the adjusted R square (R²) value of 0.180 (18%) meant that the performance variable was influenced by motivation and work environment variables by 0.180 (18%), while the remaining 82% was influenced by other variables which were not examined in this study.

Keywords: *Motivation, Work Environment and Employee Performance*