

## **Motivasi Kerja, Komitmen Organisasi dan Kinerja Pegawai di Dinas Lingkungan hidup dan Kehutanan Daerah Istimewa Yogyakarta**

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Penelitian ini dilakukan untuk menganalisis motivasi kerja, komitmen organisasi dan kinerja pegawai di Dinas Lingkungan Hidup dan Kehutanan DIY. Subjek dari penelitian ini adalah pegawai Dinas Lingkungan Hidup dan Kehutanan DIY. Pengumpulan data berupa data primer yaitu dengan menggunakan kuesioner yang dibagikan kepada responden dengan sampel sebanyak 54 responden. Metode analisis yang digunakan yaitu metode analisis deskriptif dengan bantuan Microsoft Excel, uji validitas dan reabilitas dengan bantuan SPSS versi 26. Berdasarkan hasil analisis motivasi kerja, komitmen organisasi dan kinerja pegawai Dinas Lingkungan Hidup dan Kehutanan DIY yang terdiri dari motivasi kerja memiliki nilai rata-rata sebesar 4,40, komitmen organisasi memiliki nilai rata-rata sebesar 3,93 dan kinerja pegawai memiliki nilai rata-rata sebesar 4,37. Sehingga dapat disimpulkan Dinas Lingkungan Hidup dan Kehutanan DIY sudah menunjukkan motivasi kerja dan komitmen organisasi yang kuat sehingga menghasilkan kinerja pegawai yang baik dalam mencapai suatu program atau kegiatan. Hasil kuesioner yang sudah diuji menunjukkan valid dan reliabel.

Kata kunci: Motivasi Kerja, Komitmen Organisasi Dan Kinerja Pegawai

***Work Motivation, Organizational Commitment and Employee Performance in the Environment and Forestry Service of the Special Region of Yogyakarta***

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*This research was conducted to analyze work motivation, organizational commitment and employee performance at the DIY Environment and Forestry Service. The subjects of this study were employees of the DIY Environment and Forestry Service. Data collection in the form of primary data using a questionnaire distributed to respondents with a sample of 54 respondents. The analysis method used is descriptive analysis method with the help of Microsoft Excel, validity and reliability tests with the help of SPSS version 26. Based on the results of the analysis of work motivation, organizational commitment and employee performance of the Department of Environment and Forestry, DIY which consists of work motivation has an average value of 4.40, organizational commitment has an average value of 3.93 and employee performance has an average value of 4.37. So it can be concluded that the DIY Department of Environment and Forestry has shown strong work motivation and organizational commitment so as to produce good employee performance in achieving a program or activity. The results of the questionnaire that have been tested show valid and reliable.*

*Keywords: Work Motivation, Organizational Commitment and Employee Performance*