

# **PENGARUH LINGKUNGAN KERJA DAN BEBAN KERJA TERHADAP KINERJA PEGAWAI PADA BADAN KEPEGAWAIAN, PENDIDIKAN DAN PELATIHAN (BKPP) KABUPATEN SLEMAN**

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## **Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan beban kerja secara parsial dan simultan terhadap kinerja pegawai pada Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Sleman. Jenis penelitian menggunakan metode kuantitatif dengan menggunakan program *Statistical Package for the Social Scienses (SPSS)* window versi 25. Metode perolehan data dengan menggunakan kuesioner dan wawancara. Sampel yang digunakan adalah sebanyak 66 orang pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Sleman. Pengujian yang digunakan adalah uji validitas, uji reliabilitas, uji multikolinieritas, uji heteroskedastisitas, uji normalitas, analisis regresi linier berganda, uji statistik t, uji statistik F dan koefisien determinasi. Berdasarkan hasil uji t variabel lingkungan kerja diketahui bahwa lingkungan kerja memiliki  $t_{hitung}$  sebesar 5,041 dan  $t_{tabel}$  sebesar 1,998 dengan nilai signifikansi sebesar 0,000, maka dapat disimpulkan terdapat pengaruh positif signifikan variabel lingkungan kerja terhadap kinerja pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Sleman. Berdasarkan hasil uji t variabel beban kerja diketahui bahwa beban kerja memiliki  $t_{hitung}$  sebesar  $-2,114$  dan  $t_{tabel}$  sebesar 1,998 dengan nilai signifikansi sebesar 0,039, maka dapat disimpulkan terdapat pengaruh negatif signifikan variabel beban kerja terhadap kinerja pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Sleman. Berdasarkan hasil uji F diperoleh nilai F sebesar 19,213 dengan nilai signifikansi sebesar 0,000, maka dapat disimpulkan terdapat pengaruh signifikan lingkungan kerja dan beban kerja secara simultan terhadap kinerja pegawai Badan Kepegawaian, Pendidikan dan Pelatihan Kabupaten Sleman. Berdasarkan hasil koefisien determinasi diperoleh hasil sebesar 0,359. Hal tersebut berarti sebesar 35,9% dari variabel lingkungan kerja dan beban kerja mempengaruhi variabel kinerja pegawai, sedangkan sisanya 64,1% dipengaruhi oleh variabel lain yang tidak diteliti pada penelitian ini.

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

**THE EFFECT OF WORK ENVIRONMENT AND WORK LOAD ON  
EMPLOYEE PERFORMANCE IN PERSONNEL, EDUCATION AND  
TRAINING BOARD (BKPP), SLEMAN DISTRICT**

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**Abstract**

*This study aims to determine the effect of the work environment and workload partially and simultaneously on the performance of employees at the Sleman Regency Personnel, Education and Training Agency. This type of research uses a quantitative method using the Statistical Package for the Social Sciences (SPSS) window version 25. Data collection method used questionnaires and interviews. The sample was as many as 66 employees of the Sleman Regency Personnel, Education and Training Agency. Tests used are validity test, reliability test, multicollinearity test, heteroscedasticity test, normality test, multiple linear regression analysis, t statistic test, F statistical test and coefficient of determination. Based on the results of the t test of work environment variables it is known that the work environment has a tcount of 5,041 and a table of 1.998 with a significance value of 0.000, it can be concluded that there is a significant positive influence of the work environment variable on the performance of staff of the Sleman Regency Personnel, Education and Training Agency. Based on the results of the t test of workload variables, it is known that the workload has a tcount of -2.867 and a table of 1.998 with a significance value of 0.039, so it can be concluded that there is a significant negative effect on the workload variable on the performance of the staff of the Sleman Regency Personnel, Education and Training Agency. Based on the F test results obtained an F value of 19,213 with a significance value of 0,000, it can be concluded that there is a significant influence of the work environment and workload simultaneously on the performance of staff of the Sleman Regency Personnel, Education and Training Agency. The results of the coefficient of determination showed 0.359. This means that 35,9% of the work environment and workload variables affect employee performance variables, while the remaining 64,1% is influenced by other variables not examined in this study.*

**Keywords:** *Work Environment, Workload, Employee Performance*