

ABSTRAK

Wardhana, I Dewa Gede Juni Artha Wira. (2023). Pengaruh Motivasi, Lingkungan Kerja, dan Kepuasan Kerja Terhadap Kinerja Karyawan BUMDes se-Kecamatan Sukasada.

Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: Motivasi, Lingkungan Kerja, Kepuasan Kerja, dan Kinerja Karyawan.

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi, lingkungan kerja, dan kepuasan kerja secara parsial maupun simultan terhadap kinerja karyawan BUMDes se-Kecamatan Sukasada. Populasi dalam penelitian ini adalah seluruh karyawan BUMDes di Kecamatan Sukasada sebanyak 115 orang karyawan. Penentuan sampel pada penelitian ini menggunakan teknik *purposive sampling*, yang mengambil sampel karyawan BUMDes dengan masa kerja lebih dari satu tahun dan merupakan pegawai tetap, sehingga sampel yang digunakan berjumlah 101 orang. Teknik pengambilan data menggunakan kuesioner yang sudah memenuhi uji validitas dan reliabilitas. Data penelitian dianalisis menggunakan regresi linear berganda. Hasil penelitian menunjukkan bahwa 1) Motivasi kerja berpengaruh signifikan terhadap kinerja karyawan BUMDes se-Kecamatan Sukasada, (2) Lingkungan kerja berpengaruh signifikan terhadap kinerja karyawan BUMDes se-Kecamatan Sukasada, (3) Kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan BUMDes se-Kecamatan Sukasada, (4) Motivasi, lingkungan kerja, dan kepuasan kerja secara bersama-sama berpengaruh signifikan terhadap kinerja karyawan BUMDes se-Kecamatan Sukasada. Dengan demikian, motivasi, lingkungan kerja, dan kepuasan kerja dapat digunakan sebagai indikator peningkatan kinerja karyawan BUMDes se-Kecamatan Sukasada.

ABSTRACT

Wardhana, I Dewa Gede Juni Artha Wira. (2023). The Influence of Motivation, Work Environment, and Job Satisfaction on Employee Performance of BUMDes in the Sukasada District.

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Key words: Motivation, Work Environment, Job Satisfaction, and Employee Performance.

This study aims to analyze the effect of motivation, work environment, and job satisfaction partially or simultaneously on the performance of BUMDes employees in the Sukasada District. The population in this study were all BUMDes employees in Sukasada District with a total of 115 employees. Determination of the sample in this study used a purposive sampling technique, which took a sample of BUMDes employees with more than one year of service and were permanent employees, so that the sample used was 101 people. The data collection technique uses a questionnaire that has fulfilled the validity and reliability tests. Research data were analyzed using multiple linear regression. The results showed that 1) Work motivation has a significant effect on the performance of BUMDes employees in Sukasada District, (2) The work environment has a significant effect on the performance of BUMDes employees in Sukasada District, (3) Job satisfaction has a significant effect on the performance of BUMDes employees in Sukasada District, (4) Motivation, work environment, and job satisfaction together have a significant effect on the performance of BUMDes employees in the Sukasada District. Thus, motivation, work environment, and job satisfaction can be used as indicators of improving the performance of BUMDes employees in the Sukasada District.