

**PENGARUH KEMAMPUAN DAN LINGKUNGAN KERJA TERHADAP  
KINERJA PEGAWAI LEMBAGA PERKREDITAN DESA (LPD) DESA  
ADAT KESIMAN DENPASAR**

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**ABSTRAK**

Tujuan dari riset ini yakni diketahui pengaruh kemampuan dan lingkungan kerja terhadap kinerja pegawai LPD Desa Adat Kesiman Denpasar. Jenis riset ini yakni riset kausal. Populasi dalam riset ini yakni semua pegawai LPD Desa Adat Kesiman dengan sampel riset yang dipakai sebanyak 52 respondent dimana keseluruhan populasi dijadikan sampel riset dikarenakan jumlah populasi < 100. Metode pengumpulan data dipakai yakni memakai kuesioner dan dokumentasi. Teknik analisis data yang dipakai dalam riset ini ialah analisis regresi linier berganda. Uji hipotesis memakai uji t dan uji F yang diolah dengan program SPSS 22.0 for windows. Hasil riset ini membuktikan bahwa variabel kemampuan dan lingkungan kerja punya pengaruh positive dan significant terhadap variabel kinerja pegawai dibuktikan melalui perolehan nilai significance  $0,000 < 0,05$ .

**Kata kunci:** Kemampuan; Lingkungan Kerja; Kinerja Pegawai

**ABSTRACT**

*The purpose of this research is to know the effect of ability and work environment On the performance of LPD employees at the Kesiman Traditional Village, Denpasar. This type of research viz Causal research. The population in this research is all employees of the Traditional Village LPD Simplicity with the research sample used as many as 52 respondents where The entire population is used as a research sample because the total population is <100. The data collection method used is using a questionnaire and documentation. The data analysis technique used in this research is linear regression analysis Double. Hypothesis testing using the t test and F test processed with the SPSS program 22.0 for windows. The results of this research prove that the variable ability and Work environment has a positive and significant influence on variables Employee performance is proven by obtaining a significant value of  $0.000 < 0.05$ .  
**Keywords:** Ability; Work environment; Employee Performance*