

**PENGARUH KOMPETENSI KERJA DAN LINGKUNGAN KERJA
TERHADAP KINERJA APARATUR SIPIL NEGARA KANTOR
KECAMATAN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh (1) kompetensi kerja dan lingkungan kerja terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng, (2) kompetensi kerja terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng, (3) lingkungan kerja terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng. Penelitian ini menggunakan metode kuantitatif. Populasi penelitian ini pegawai Aparatur Sipil Negara Kantor Kecamatan Buleleng yang berjumlah 110 orang. Data dikumpulkan dengan kuesioner yang telah diuji validitas dan reliabilitasnya. Teknik analisis data dalam penelitian ini menggunakan teknik analisis regresi linier berganda, uji asumsi klasik, uji F, uji t, dan koefisien determinasi dengan menggunakan SPSS 25.0. Hasil penelitian menunjukkan (1) kompetensi kerja dan lingkungan kerja secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng, (2) kompetensi kerja berpengaruh positif dan signifikan terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng, (3) lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja Aparatur Sipil Negara Kantor Kecamatan Buleleng. Kantor Kecamatan Buleleng diharapkan mampu meningkatkan kinerja pegawai melalui peningkatan kompetensi kerja dan lingkungan kerja. Peningkatan kompetensi kerja dan lingkungan kerja dapat dilakukan dengan memberikan pelatihan yang relevan dengan bidang pekerjaannya dan berbagi pengetahuan antar tim serta mendorong kerja sama yang baik dan melakukan pemeliharaan lingkungan kerja berupa fasilitas kerja.

Kata kunci : kinerja, kompetensi kerja, lingkungan kerja

**THE INFLUENCE OF WORK COMPETENCE AND WORK
ENVIRONMENT ON THE PERFORMANCE OF STATE CIVIL APPARATUS
BULELENG SUBDISTRICT OFFICE**

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ABSTRACT

This research aims to examine the influence of (1) work competency and work environment on the performance of the State Civil Apparatus, Buleleng District Office, (2) work competency on the performance of the State Civil Apparatus, District Office Buleleng sub-district, (3) work environment on the performance of the State Civil Apparatus Buleleng District Office. This research uses quantitative methods. The research population is 110 employees of the State Civil Service at the Buleleng District Office. Data was collected using a questionnaire whose validity and reliability were tested. Data analysis techniques in this research use multiple linear regression analysis techniques, classical assumption tests, F tests, t tests, and coefficient of determination using SPSS 25.0. The results of the research show that (1) work competency and the work environment together have a positive and significant influence on the performance of the State Civil Apparatus at the Buleleng District Office, (2) performance competency has a positive and significant impact on the performance of the State Civil Apparatus Buleleng District Office, (3) the environment The work has a positive and significant influence on the performance of the State Civil Apparatus at the Buleleng District Office. The Buleleng District Office is expected to be able to improve employee performance through improving work competency and work environment. Improving work competency and the work environment can be done by providing training that is relevant to the field of work and sharing knowledge between teams as well as encouraging good cooperation and carrying out work environmental stewardship in the form of work facilities.

Key words: performance, work competency, work environment