

PENGARUH LINGKUNGAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI UPTD PUSKESMAS NUSA PENIDA I

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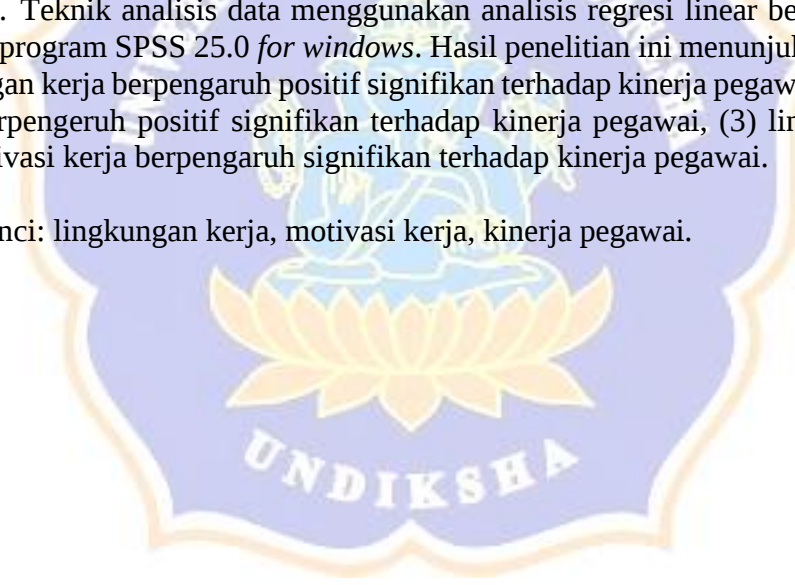
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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja pegawai. Penelitian ini merupakan penelitian kuantitatif kausal. Subjek dalam penelitian ini yaitu pegawai pada UPTD Puskesmas Nusa Penida I dan objek dalam penelitian ini yaitu lingkungan kerja, motivasi kerja, dan kinerja pegawai. Metode pengumpulan data menggunakan instrument penelitian berupa kuesioner yang diukur menggunakan *skala likert*. Populasi pada penelitian ini adalah seluruh pegawai pada UPTD Puskesmas Nusa Penida I sebanyak 110 orang. Teknik pengambilan sampel menggunakan teknik sampling jenuh sesuai jumlah populasi. Teknik analisis data menggunakan analisis regresi linear berganda dengan bantuan program SPSS 25.0 *for windows*. Hasil penelitian ini menunjukkan bahwa (1) lingkungan kerja berpengaruh positif signifikan terhadap kinerja pegawai, (2) motivasi kerja berpengaruh positif signifikan terhadap kinerja pegawai, (3) lingkungan kerja dan motivasi kerja berpengaruh signifikan terhadap kinerja pegawai.

Kata Kunci: lingkungan kerja, motivasi kerja, kinerja pegawai.



***THE EFFECT OF WORK ENVIRONMENT AND WORK MOTIVATION ON
EMPLOYEE PERFORMANCE AT UPTD PUSKESMAS NUSA PENIDA I***

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ABSTRACT

This study aims to determine the effect of work environment and work motivation on employee performance. This study is a causal quantitative study. The subjects in this study were employees at UPTD Puskesmas Nusa Penida I and the objects in this study were work environment, work motivation, and employee performance. The data collection method used a research instrument in the form of a questionnaire measured using a Likert scale. The population in this study were all employees at UPTD Puskesmas Nusa Penida I as many as 110 people. The sampling technique used saturated sampling technique according to the population size. The data analysis technique used multiple linear regression analysis with the help of SPSS 25.0 for windows program. The results of this study indicate that (1) the work environment has a significant positive effect on employee performance, (2) work motivation has a significant positive effect on employee performance, (3) the work environment and work motivation have a significant effect on employee performance.

Keywords: work environment, work motivation, employee performance.

