

**PENGARUH LINGKUNGAN KERJA DAN MOTIVASI KERJA
TERHADAP KINERJA PEGAWAI PADA DINAS PEKERJAAN UMUM,
PENATAAN RUANG, PERUMAHAN DAN KAWASAN PEMUKIMAN
PROVINSI BALI**

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ABSTRAK

Penelitian ini bertujuan untuk menguji pengaruh motivasi kerja dan lingkungan kerja terhadap kinerja pegawai baik secara simultan maupun parsial. Desain penelitian yang digunakan adalah kuantitatif kausal. Subjek dalam penelitian ini adalah pegawai Dinas Pekerjaan Umum, Penataan Ruang, Perumahan dan Kawasan Permukiman Provinsi Bali, sedangkan objek penelitian adalah motivasi kerja, lingkungan kerja, dan kinerja pegawai. Teknik pengambilan sampel yang digunakan dalam penelitian ini adalah total sampling, dengan jumlah sampel sebanyak 64 responden. Instrumen pengumpulan data yang digunakan berupa kuesioner, dan teknik analisis data yang digunakan adalah analisis regresi linier berganda. Hasil dari penelitian ini menunjukkan bahwa: (1) Motivasi kerja dan lingkungan kerja secara simultan berpengaruh signifikan terhadap kinerja pegawai di Dinas Pekerjaan Umum, Penataan Ruang, Perumahan dan Kawasan Permukiman Provinsi Bali. (2) Motivasi kerja berpengaruh positif dan signifikan terhadap kinerja pegawai di instansi tersebut. (3) Lingkungan kerja juga memiliki pengaruh positif dan signifikan terhadap kinerja pegawai di Dinas Pekerjaan Umum, Penataan Ruang, Perumahan dan Kawasan Permukiman Provinsi Bali.

Kata kunci: kinerja pegawai, lingkungan kerja, motivasi kerja

***THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION
ON EMPLOYEE PERFORMANCE IN THE DEPARTMENT OF PUBLIC
WORKS, SPATIAL PLANNING, HOUSING AND RESIDENTIAL AREAS OF
BALI PROVINCE***

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ABSTRACT

This study aims to examine the influence of work motivation and work environment on employee performance both simultaneously and partially. The research design used is quantitative causal. The subjects in this study were employees of the Public Works, Spatial Planning, Housing and Settlement Areas Agency of Bali Province, while the objects of the study were work motivation, work environment, and employee performance. The sampling technique used in this study was total sampling, with a sample size of 64 respondents. The data collection instrument used was a questionnaire, and the data analysis technique used was multiple linear regression analysis. The results of this study indicate that: (1) Work motivation and work environment simultaneously have a significant effect on employee performance at the Public Works, Spatial Planning, Housing and Settlement Areas Agency of Bali Province. (2) Work motivation has a positive and significant effect on employee performance at the agency. (3) The work environment also has a positive and significant effect on employee performance at the Public Works, Spatial Planning, Housing and Settlement Areas Agency of Bali Province.

Keywords: employee performance, work environment, work motivation