

ABSTRAK

Astutiyasa, Gede (2026), Analisis Pengaruh Pelatihan dan Lingkungan Kerja serta Motivasi Terhadap Kinerja Penata Arsip pada Perangkat Daerah di Kabupaten Buleleng. Tesis, Magister Ilmu Manajemen, Pascasarjana, Universitas Pendidikan Ganesha.

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Penelitian ini bertujuan untuk menganalisis pengaruh pelatihan, lingkungan kerja, dan motivasi terhadap kinerja penata arsip pada perangkat daerah di Kabupaten Buleleng. Penelitian dilatarbelakangi oleh pentingnya peningkatan kinerja aparatur, khususnya pegawai yang bertugas sebagai penata arsip.

Penelitian menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui kuesioner dan dokumentasi dari penata arsip. Instrumen penelitian menggunakan skala Likert lima poin dan telah diuji validitas serta reliabilitasnya melalui uji korelasi item-total dan Cronbach's Alpha. Populasi penelitian berjumlah 142 penata arsip dari 40 perangkat daerah. Analisis data menggunakan regresi linear berganda. Pengujian hipotesis melalui uji t untuk mengetahui pengaruh parsial, uji F untuk mengetahui pengaruh simultan, dan koefisien determinasi (R^2) untuk mengukur kemampuan model dalam menjelaskan variasi kinerja.

Hasil penelitian menunjukkan pelatihan, lingkungan kerja, dan motivasi secara simultan berpengaruh signifikan terhadap kinerja. Secara parsial, lingkungan kerja dan motivasi berpengaruh positif dan signifikan terhadap kinerja, sedangkan pelatihan berpengaruh positif tetapi tidak signifikan. Variabel motivasi paling dominan memengaruhi kinerja. Implikasi penelitian menunjukkan peningkatan kinerja lebih efektif dilakukan melalui penguatan motivasi, perbaikan lingkungan kerja, penyediaan sarana prasarana yang memadai, penciptaan suasana kerja yang kondusif, pemberian penghargaan atas prestasi kerja, serta peningkatan kompetensi sumber daya manusia, termasuk kearsipan digital dalam tata kelola kearsipan yang efisien dan akuntabel.

Kata-kata kunci: Pelatihan, Lingkungan Kerja, Motivasi, Kinerja, Penata Arsip

ABSTRACT

Astutiyasa, Gede (2026), Analysis of the Effect of Training, Work Environment, and Motivation on the Performance of Records Officers in Regional Apparatus Organizations in Buleleng Regency. Thesis, Master of Management, Postgraduate Program, Ganesha University of Education.

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This study aims to analyze the effects of training, work environment, and motivation on the performance of archivists in regional government agencies in Buleleng Regency. The study is motivated by the importance of improving the performance of public employees, particularly those serving as archivists.

This research employed a quantitative approach using a survey method. Data were collected through questionnaires and documentation from archivists. The research instrument utilized a five-point Likert scale and was tested for validity and reliability using item-total correlation and Cronbach's Alpha. The study population consisted of 142 archivists from 40 regional government agencies. Data were analyzed using multiple linear regression. Hypothesis testing was conducted using t-tests to examine partial effects, F-tests to assess simultaneous effects, and the coefficient of determination (R^2) to measure the model's ability to explain variations in performance.

The results indicate that training, work environment, and motivation simultaneously have a significant effect on performance. Partially, the work environment and motivation have a positive and significant effect on performance, whereas training has a positive but insignificant effect. Motivation was found to be the most dominant variable influencing performance. The findings imply that performance improvement can be achieved more effectively through strengthening employee motivation, improving the work environment, providing adequate facilities and infrastructure, creating a conducive work atmosphere, recognizing employee achievements, and enhancing human resource competencies, including digital archiving skills, to support efficient and accountable archival governance.

Keywords: Training, Work Environment, Motivation, Performance, Records Officer