

**PERAN MOTIVASI KERJA MEMEDIASI PENGARUH LINGKUNGAN
KERJA TERHADAP KINERJA MAHASISWA MAGANG DI DINAS
PENDIDIKAN PEMUDA DAN OLAHRAGA KABUPATEN BULELENG**

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh lingkungan kerja terhadap kinerja mahasiswa magang, pengaruh lingkungan kerja terhadap motivasi kerja, pengaruh motivasi kerja terhadap kinerja mahasiswa magang, serta peran motivasi kerja dalam memediasi pengaruh lingkungan kerja terhadap kinerja mahasiswa magang di Dinas Pendidikan, Pemuda, dan Olahraga Kabupaten Buleleng. Penelitian ini menggunakan pendekatan kuantitatif dengan metode asosiatif. Populasi dalam penelitian ini adalah mahasiswa yang melaksanakan kegiatan magang di Dinas Pendidikan, Pemuda, dan Olahraga Kabupaten Buleleng dengan melibatkan 36 responden yang ditentukan menggunakan teknik *Non-probability sampling* dengan teknik sampling jenuh. Data penelitian merupakan data primer yang diperoleh melalui penyebaran kuesioner. Teknik analisis data yang digunakan adalah analisis jalur (*path analysis*) dengan bantuan program SPSS serta uji Sobel untuk menguji peran variabel mediasi. Hasil penelitian menunjukkan bahwa (1) lingkungan kerja tidak berpengaruh secara langsung dan signifikan terhadap kinerja mahasiswa magang, (2) lingkungan kerja berpengaruh positif dan signifikan terhadap motivasi kerja mahasiswa magang, (3) motivasi kerja berpengaruh positif dan signifikan terhadap kinerja mahasiswa magang, dan (4) motivasi kerja terbukti memediasi pengaruh lingkungan kerja terhadap kinerja mahasiswa magang. Dengan demikian, hasil penelitian menunjukkan bahwa lingkungan kerja belum memberikan pengaruh langsung yang signifikan terhadap kinerja mahasiswa magang, tetapi lingkungan kerja mampu meningkatkan motivasi kerja, dan motivasi kerja selanjutnya berperan dalam meningkatkan kinerja mahasiswa magang. Berdasarkan hasil tersebut dapat disimpulkan bahwa motivasi kerja memiliki peran penting sebagai mediasi dalam hubungan antara lingkungan kerja dan kinerja mahasiswa magang di Dinas Pendidikan, Pemuda, dan Olahraga Kabupaten Buleleng.

Kata kunci: analisis jalur, kinerja mahasiswa magang, lingkungan kerja, mediasi, motivasi kerja.

**THE ROLE OF WORK MOTIVATION IN MEDIATING THE
INFLUENCE OF WORK ENVIRONMENT ON THE PERFORMANCE OF
STUDENT INTERNS AT THE DEPARTMENT OF EDUCATION, YOUTH
AND SPORTS OF BULELENG REGENCY**

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ABSTRACT

This study aims to determine the influence of the work environment on the performance of student interns, the influence of the work environment on work motivation, the influence of work motivation on the performance of student interns, and the role of work motivation in mediating the influence of the work environment on the performance of student interns at the Education, Youth, and Sports Office of Buleleng Regency. This study uses a quantitative approach with an associative method. The population in this study were students who carried out internship activities at the Education, Youth, and Sports Office of Buleleng Regency, involving 36 respondents who were determined using the technique *Non-probability sampling* using a saturated sampling technique. The research data is primary data obtained through the distribution of questionnaires. The data analysis technique used is path analysis (*path analysis*) with the help of the SPSS program and the Sobel test to test the role of mediating variables. The results of the study indicate that (1) the work environment does not have a direct and significant effect on the performance of intern students, (2) the work environment has a positive and significant effect on the work motivation of intern students, (3) work motivation has a positive and significant effect on the performance of intern students, and (4) work motivation is proven to mediate the influence of the work environment on the performance of intern students. Thus, the results of the study indicate that the work environment has not provided a significant direct effect on the performance of intern students, but the work environment is able to increase work motivation, and work motivation subsequently plays a role in increasing the performance of intern students. Based on these results, it can be concluded that work motivation has an important role as a mediator in the relationship between the work environment and the performance of intern students at the Education, Youth, and Sports Office of Buleleng Regency.

Keywords: Path Analysis, Student Intern Performance, Work Environment, Mediation, Work Motivation.