

**PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP
KINERJA KARYAWAN DI BADAN KEPEGAWAIAN DAN
PENGEMBANGAN SUMBER DAYA MANUSIA (BKPSDM)
KABUPATEN SUBANG**

Ditulis Oleh:

Dede Lugina

Pembimbing:

Dr. Hj. Neneng Hayati, SE., MM

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh lingkungan kerja dan motivasi terhadap kinerja karyawan di Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Subang. Penelitian ini menggunakan metode kuantitatif dengan pendekatan deskriptif dan verifikatif. Teknik pengambilan sampel menggunakan metode *total sampling* (sensus) dengan melibatkan seluruh populasi pegawai, yaitu sebanyak 65 responden. Data dikumpulkan melalui kuesioner dan dianalisis menggunakan regresi linear berganda, uji asumsi klasik (uji normalitas, multikolinearitas, heteroskedastisitas, dan autokorelasi), analisis koefisien korelasi, analisis koefisien determinasi, serta uji t dan uji f. Hasil uji t menunjukkan bahwa variabel lingkungan kerja secara parsial memiliki pengaruh positif dan signifikan terhadap kinerja karyawan. Hasil uji t menunjukkan bahwa variabel motivasi yang secara parsial berpengaruh positif dan signifikan terhadap kinerja karyawan. Hasil uji F menunjukkan bahwa lingkungan kerja dan motivasi secara simultan berpengaruh signifikan terhadap kinerja karyawan di BKPSDM Kabupaten Subang. Kesimpulan penelitian ini menunjukkan bahwa lingkungan kerja dan motivasi kerja berpengaruh signifikan terhadap kinerja karyawan di BKPSDM Kabupaten Subang, di mana peningkatan pada kedua faktor tersebut secara kolektif akan mendorong peningkatan kinerja pegawai. Saran yang diberikan mencakup perbaikan lingkungan kerja baik fisik maupun non-fisik, pemberian penghargaan (*reward*) atas prestasi kerja untuk meningkatkan motivasi, serta penyediaan peluang pelatihan dan pengembangan kompetensi yang merata bagi seluruh karyawan.

Kata Kunci: Lingkungan Kerja, Motivasi, Kinerja Karyawan

**THE INFLUENCE OF WORK ENVIRONMENT AND MOTIVATION ON
EMPLOYEE PERFORMANCE IN THE PERSONNEL AND HUMAN
RESOURCE DEVELOPMENT AGENCY (BKPSDM) OF SUBANG
REGENCY**

Written by:

Dede Lugina

Perceptor:

Dr. Hj. Neneng Hayati, SE., MM.

ABSTRACT

This study aims to analyze the effect of the work environment and motivation on employee performance at the Personnel and Human Resource Development Agency (BKPSDM) of Subang Regency. The research employed a quantitative method with descriptive and verificative approaches. The sampling technique used was total sampling (census), involving the entire population of employees, totaling 65 respondents. Data were collected through questionnaires and analyzed using multiple linear regression analysis, classical assumption tests (normality, multicollinearity, heteroscedasticity, and autocorrelation tests), correlation coefficient analysis, coefficient of determination analysis, as well as t-test and F-test. The results of the t-test indicate that the work environment variable partially has a positive and significant effect on employee performance. Likewise, the t-test results show that motivation partially has a positive and significant effect on employee performance. Furthermore, the results of the F-test demonstrate that the work environment and motivation simultaneously have a significant effect on employee performance at BKPSDM of Subang Regency. The conclusions of this study reveal that the work environment and work motivation significantly influence employee performance at BKPSDM of Subang Regency, where improvements in both factors collectively lead to enhanced employee performance. The recommendations include improving both the physical and non-physical work environment, providing rewards for work achievements to increase motivation, and offering equal opportunities for training and competency development for all employees.

Keyword: Work Environment, Motivation, Employee Performance