

ABSTRAK

PENGARUH LINGKUNGAN KERJA DAN MOTIVASI KERJA TERHADAP KINERJA PEGAWAI PADA KANTOR KELURAHAN MEKAR MULYA KOTA BANDUNG

Mekarmulya adalah salah satu kelurahan di Kecamatan Panyileukan, Kota Bandung yang menyelenggarakan pelayanan administrasi pemerintahan yang melibatkan peran serta pengurus RT dan RW sebagai perpanjangan tangan kelurahan kepada masyarakat, akan tetapi kinerja pegawai pada kantor Kelurahan Mekar Mulya menurun disebabkan karena pegawai belum mampu menyelesaikan pekerjaannya secara tepat waktu, selain itu lingkungan kerja yang masih terasa kurang nyaman baik dari secara fisik dan non fisik serta masih kurangnya motivasi pegawai dalam melakukan pekerjaan secara tepat dan cepat sesuai target produksi. Tujuan penelitian untuk mengetahui pengaruh lingkungan kerja dan motivasi kerja terhadap kinerja pegawai pada Kantor Kelurahan Mekar Mulya baik secara simultan maupun parsial. Metode penelitian yang digunakan deskriptif dan verifikatif yang dilakukan dengan penyebaran kuesioner kepada 40 orang pegawai kelurahan. Uji analisis yang dilakukan menggunakan uji regresi linier, uji koefisien determinasi dan uji hipotesis. Hasil penelitian baik secara parsial maupun simultan menunjukkan bahwa lingkungan kerja dan motivasi berpengaruh terhadap kinerja pegawai Kantor kelurahan Mekar Mulya Bandung.

Kata kunci: lingkungan kerja, motivasi, kinerja

ABSTRACT

THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT THE MEKAR MULYA DISTRICT OFFICE, BANDUNG CITY

Mekarmulya is one of the sub-districts in Panyileukan District, Bandung City which provides government administration services which involve the participation of RT and RW administrators as an extension of the sub-district to the community, however, the performance of employees at the Mekar Mulya Sub-District office has decreased due to employees not being able to complete their work properly. time, apart from that the work environment still feels uncomfortable both physically and non-physically and there is still a lack of employee motivation to carry out work correctly and quickly according to production targets. The aim of the research is to determine the influence of the work environment and work motivation on employee performance at the Mekar Mulya Subdistrict Office, both simultaneously and partially. The research method used was descriptive and verification which was carried out by distributing questionnaires to 40 sub-district employees. Analysis tests were carried out using linear regression tests, coefficient of determination tests and hypothesis tests. The results of research, both partial and simultaneous, show that the work environment and motivation influence the performance of Mekar Mulya Bandung sub-district office employees.

Key words: work environment, motivation, performance