

ABSTRAK

PENGARUH LINGKUNGAN KERJA TERHADAP KINERJA ASN DI BADAN KEPEGAWAIAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA KABUPATEN CIAMIS

DELA MARCELLA SHAPIRA

Permasalahan dalam penelitian ini berawal dari belum optimalnya kinerja Aparatur Sipil Negara (ASN) di Badan Kepegawaian dan Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Ciamis yang ditandai dengan rendahnya efektivitas, ketepatan waktu, serta kualitas hasil kerja pegawai. Selain itu, kondisi lingkungan kerja baik secara fisik maupun non fisik masih kurang mendukung produktivitas dan kenyamanan pegawai. Penelitian ini bertujuan untuk mengetahui kondisi lingkungan kerja, menilai kinerja ASN, serta menganalisis pengaruh lingkungan kerja terhadap kinerja ASN di BKPSDM Kabupaten Ciamis. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif, menggunakan teknik pengumpulan data melalui kuesioner yang disebarakan kepada 50 responden. Analisis data dilakukan dengan uji validitas, reliabilitas, normalitas, regresi linier sederhana, koefisien korelasi, koefisien determinasi, dan uji t. Hasil penelitian menunjukkan bahwa lingkungan kerja memiliki pengaruh positif dan signifikan terhadap kinerja ASN. Hal ini menunjukkan bahwa semakin baik lingkungan kerja, maka semakin tinggi pula kinerja ASN. Perbedaan penelitian ini dengan penelitian terdahulu terletak pada waktu penelitian yaitu pada tahun 2025, teknik pengambilan sampel yaitu menggunakan non purposive sampling, objek penelitian yaitu BKPSDM, yang masih jarang diteliti dan penelitian ini secara khusus berfokus pada ASN tanpa melibatkan pegawai non-ASN, serta tahun penelitian terbaru yang relevan dengan keadaan saat ini.

Kata Kunci: Lingkungan Kerja, Kinerja Aparatur Sipil Negara

ABSTRACT

THE INFLUENCE OF WORK ENVIRONMENT ON THE PERFORMANCE OF CIVIL SERVANTS AT THE REGIONAL CIVIL SERVICE AND HUMAN RESOURCE DEVELOPMENT AGENCY (BKPSDM) OF CIAMIS REGENCY

DELA MARCELLA SHAPIRA

The problem in this research originates from the suboptimal performance of Civil Servants (ASN) at the Regional Civil Service and Human Resource Development Agency (BKPSDM) of Ciamis Regency, as indicated by the low effectiveness, punctuality, and quality of employees' work results. In addition, the physical and non-physical aspects of the work environment have not yet fully supported employee productivity and comfort. This study aims to determine the condition of the work environment, assess the performance of civil servants, and analyze the influence of the work environment on the performance of ASN at BKPSDM Ciamis Regency. The research method used is descriptive and verificative with a quantitative approach, using data collection techniques through questionnaires distributed to 50 respondents. Data analysis was carried out through validity, reliability, and normality tests, as well as simple linear regression, correlation coefficient, coefficient of determination analyses, and t-test. The results show that the work environment has a positive and significant influence on ASN performance. This indicates that the better the work environment, the higher the performance of civil servants. The difference between this study and previous studies lies in the time of the research, which was conducted in 2025; the sampling technique, which uses non-purposive sampling; and the research object, namely the Regional Civil Service and Human Resources Development Agency (BKPSDM), which has rarely been studied. In addition, this study specifically focuses on civil servants (ASN) without involving non-civil servant employees, and it uses the most recent research period that is relevant to current conditions.

Keywords: Work Environment, Performance Civil Servants